

Northern

California

TEAMSTER

SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

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151

No. 12

Teamsters Back Butchers' Strike

In a traditional display of labor solidarity, Teamsters gave all-out backing this month to striking Northern California butchers.

There was the same unity in Southern California where Teamsters were on strike with the butchers and two other unions representing food workers at both retail mar-

kets and wholesale plants.

The wide-spread strike was precipitated by the unionbusting tactics of the Food Employers Council representing the supermarkets.

This is the same outfit that last year unsuccessfully tried to smash the union effectiveness of Bay Area Teamster beverage locals.

The vicious, well financed attempt was defeated by a six-month strike of six locals, marked by a united union front.

At that time Joint Council 7 President Jack Goldberger predicted that the fight was not only a threat to the six locals but to all unions on a wide industrial front.

Six Northern California Butchers Union locals struck the Safeway and Lucky chains Dec. 3 after a breakdown of contract negotiations.

Ten supermarket chains next day served lockout notices on about 2000 meatcutters.

Picket lines were posted and Teamsters and other union members refused to work.

Sacrificing their pay as the Christmas holidays approached were thousands of Teamsters, members of many locals throughout most of Northern California stayed off the job in support of their union brothers.

In Contra Costa County, where Safeway's big distribution plant at Richmond was struck, 1100 members of Local 315 were idle.

Several hundred warehousemen members of Local 853 also respected the picket line.

"It's the butchers today. It will be our union tomorrow," said Chuck Mack, secretary-treasurer of Local 70, which also had many members affected.

Hank de Diego, Local 296 secretary and Joe Arena, Local 70 business representative, agreed the backing being given the butchers, especially in Southern California, was "one of the greatest displays of unity we've seen in a long time."

Joint Council 7 sanctioned the strike and pledged full support.

Main issues in the dispute was the Employers Council attempt to destroy job protection and other contract provisions the butchers have enjoyed for years—just as the Council tried with the beverage locals in 1972.

The Council sought to take away the guaranteed work week, increase mass production cutting and wrapping, establish a new butcher classification with lower pay and demanded that market counters be manned by others besides butchers.

By accepting these demands, the butchers would simply negotiate their jobs away.

Top officials of the Council, also earlier tried to smash the Northern California Teamster locals, are Robert K. Fox, president, and John Bacon, vice president.

Contrary to the Council's claims, the butchers sought pay raises within the federal guidelines.

And chain store industry 1973 third quarter profits increased by 529.4 percent over the same period a year ago.

Northern California negotiations affect 5000 retail butchers whose contracts expired Nov. 1.

The butchers struck the two chain stores originally in order to allow others to remain open and serve the public. The Council used the old cry of "a strike against one is a strike against all" in calling the lockout.

Joint Council Acts In Oil Crisis

With Teamsters in Northern California and throughout the nation already hit by the energy crisis and prospects of severe future hardships, Joint Council 7 this month adopted a strong multiple program to meet the situation.

The Council called for increased unemployment insurance benefits and supported gasoline rationing as the "best means of insuring that the trucking industry gets its fair share."

The Council went on record as opposing "any efforts by employers to use the energy crisis to profiteer and to undermine conditions of employment and the health and safety of our members."

These examples of what chiseling employers might try to do were cited:

Overloading trucks; seeking to pass legislation permitting bigger equipment such as triple trailers; cutting service to the public under the guise of the crisis where the real purpose is to profiteer; attempting to eliminate guaranteed work days and work weeks.

Sears' Strike Is Still On

SAN FRANCISCO — The strike against Sears is still on but according to Joint Council 7 President Jack Goldberger, there is progress in the talks between the Retail Clerks Union and Sears' management.

Teamster agreements have been negotiated with the huge chain store operation by Teamster members are recognizing the Clerk's picket lines.

During the strike, union members in the Bay Area demonstrated time and again a show of unity against the monster chain store.

And when an agreement was reached for the Teamster warehousemen, they and freight drivers refused to cross the clerk's picket lines.

The strike is now in its fourth month with the Christmas season here which will bring further hardship to the strikers unless there is an early settlement.

Measures to deal with the consequences of unemployment to be developed by the Council include protection of health and welfare and pension coverage, and requesting the International to press for reconsideration of Cost of Living wage stabilization controls.

Each affiliated union was urged to compile records and make an assessment of the extent of unemployment brought about by the energy crisis and make this information

available to the Joint Council.

The Council will keep a close watch on developments, prepared to take any further action necessary and coordinate activities of the affiliated unions.

This program was initiated by Joint Council Economist Harry Poland.

Council President Jack Goldberger emphasized the need of constant readiness to meet the rapidly changing

—continued on Page 3

YOUR Help Is Needed In Beer Drivers' Strike

As the strike against beer distributors went into its sixth month, it became increasingly evident that the key factor in winning this crucial fight is the support of individual Teamsters and members of other unions.

For despite last month's Local 888 settlement in San Francisco and on the Peninsula, the strike goes on in the East Bay and other parts of Northern California.

The greatest contribution all union members can make is not to buy scab beer and urge their families and friends to buy only Union-delivered beer.

This is the message Local 921 President Al Baird is carrying to unions and the public with renewed vigor. He has done a great job in leading this campaign but more

help is needed.

For these Local 888 drivers are fighting the fight of all organized labor, battling to prevent the employers from undermining union strength.

They are the victims of a "divide and conquer" campaign — a campaign to pick off one union at a time until organized labor's muscle becomes flabby. Northern California butchers are the latest to come under this fire.

The plain fact of life is that what started as a normal Local 888 strike developed into a vicious attempt to destroy the union.

They have been beset by goon squad deliveries, the continuous incitement to create violence, clubbing and other harassment.

—Continued on Page 2

Unity — A Holiday Gift for All

This is the season of giving and the greatest gift we can give is unity with our fellow men.

As union members and officials we should put aside our petty politics and personal desires in an all out effort for the betterment of all.

And the time is now when we can best serve our country by being united in face of the many present problems and those we face in the near future.

Recent developments such as the beer strike, the re-appearance of the Food Employer's Council in the Butcher's strike, actions of the NLRB and the courts are proof enough that there is a determined effort to destroy or cripple unionism. So in the spirit of giving, each member and official should promote and practice the ideal of unity.

JACK GOLDBERGER,
Joint Council 7 president

All Good Wishes for the 1973 Holiday Season

Nomination, Election, Notices

Local 860 'White Ballot'

SAN FRANCISCO . . . Local 860 Secretary-Treasurer Mark O'Reilly was re-elected when the members of the Warehouse Local cast a white ballot for him and the other incumbent officers of the Local.

Re-elected with O'Reilly were President Henry Aquirre, Recording Secretary Howard Olsen, Vice President John Byrne and Trustees

Robert Patterson, William Clee, Sr. and Herb Suvaco.

For O'Reilly it marks more than 35 years of service as an officer of the Local. In addition he is Secretary-Treasurer of Joint Council 7, a member of the Western Conference Policy Board and a member of the National Warehouse Policy Committee since its inception.

Local 490, Vallejo

SPECIAL NOTICE TO THE MEMBERS

The election scheduled for December 18, 1973 is canceled.

You are hereby notified there will be a new nomination meeting held the night of the regular Vallejo meeting at 8:00 p.m. on January 8, 1974 at the Teamsters' Hall, 445 Nebraska Street, Vallejo, California.

You are specifically informed the meeting attendance requirement is complied with when a member has attended any twelve (12) of the regular meetings of Local 490 in the twenty-four (24) months immediately preceding the nomination meeting.

Offices open for nomination are as follows: President, Vice-President, Secretary-Treasurer, Recording Secretary, three (3) Trustees.

Election of officers nominated will be held Thursday, February 7, 1974 at the Teamster's Hall, 445 Nebraska Street, Vallejo, California. Polls will be open from 8:00 a.m. to 7:00 p.m.

Fraternally,
Jerry C. Beatty
Secretary-Treasurer

278 Officers Re-elected

SAN FRANCISCO . . . Re-elected without opposition were the officers of Local 278. At the nomination meeting of the Local the members of the Retail Delivery Drivers Local, a 'White Ballot' was cast for the incumbent officers.

Re-elected were Secretary-Treasurer Mervyn Donovan, President

Richard Wagner, Vice President Edward Sturevant, Recording Secretary Clifford Rucker, Trustee Clarence Hass, Business agents Bernard (Bernie) Zarry, William Chapman and Organizer John Webb Sr.

New members of the Executive Board also unopposed were Mike Milhalek and Harry Zetooney.

Beer

Continued from Page 1—

Despite this their morale remains high and they are determined to win.

But they must have the help of all union members.

The biggest help you can give right now is DON'T BUY BEER HANDLED BY THE STRUCK DISTRIBUTORS in the area outside San Francisco and the Peninsula.

"Surely this isn't asking too much," Baird said.

"It doesn't even mean going without beer. Of Coors there's other beer."

The strike has received magnificent support from the East Bay Labor Council and some other unions.

"Unfortunately," Baird said, "all too many union members — members who resent any suspicion of their union loyalty — are drinking this scab beer."

These are the beers Baird is urging union members, their families and the public not to buy in the strike area:

Coors, Schlitz, Budweiser, Busch, Olympia, Hamm's, Colt 45, Country Club, Miller's, Ranier Ale, Old English Malt, Burgermeister and Michelob.

There's a wide variety of "good guy's" beer delivered by union drivers:

Falstaff, Ballantine beer and ale, Carlings, Turborg, Regal, Pabst and Lucky.

"But there's no law that says you have to drink scab beer," Baird pointed out. "So give your fellow Teamsters a Christmas present by drinking only union-delivered beer. They'll greatly appreciate it."

Local 960

San Francisco

Nomination of officers for Teamsters Local 960 will be held on December 18th, 1973, 8:00 P.M., Teamsters Local 960 meeting hall, 43 Lansing Street, San Francisco, Calif. Offices open for nomination are as follows:

President
Vice President
Secretary-Treasurer, Business Manager

Recording Secretary
Three Trustees

Election of officers nominated will be held January 15th, 1974 at Teamsters Local 960 meeting hall, 43 Lansing Street, San Francisco, Calif.

Polls will be open from 8:00 A.M. to 8:00 P.M.

Barney Apfel
Secretary-Treasurer
Business Manager
Teamsters Local 960

Local 921

San Francisco

SAN FRANCISCO . . . Election of officers nominated at the nominating meetings will be on Dec. 26 at 45 Lansing St. Polls will be open from 10 a.m. to 8:30 p.m.

Fraternally, Jack Goldberger
Secretary Treasurer

Local 576

San Jose

Election notice Local #576

Election of officers nominated will be held December 19th, 1973 at 1452 North 4th St., San Jose. The polls will be open from 8:00 a.m. to 8:00 p.m.

Fraternally yours,
R. D. Gundersen,
Secretary Treasurer

When In San Francisco!

Patronize Union Cab — Yellow Cab — Veteran's Cabs — De Soto — Luxor — Rose — City — United #17 — Sunshine #51 — Orange Cabs #36, 183, 951, 971.

The other cabs are driven by non-union drivers. When you need a cab be sure he is a Union driver.

Fraternally,
Jim Strachan,
Local 265 Secretary

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following:

| SAN FRANCISCO | SONOMA | YOUNTVILLE | NEWARK |
|---|---------------------------|-----------------|-----------------|
| Light Soda on Tap | Groskop-Weider | Knight's Lumber | Gerard Tire Co. |
| San Francisco Ambulance Service | Trucking Co. | | |
| Upholstery Supply | SACRAMENTO | | |
| Curran's Chapel of the Sunset | Courtesy Cab | | |
| Michaels Artists and Engineering Supplies | Coca-Cola | | |
| Mosaic Tile Co. | Coor's Beer | | |
| Smith Corona Merchant Corp. | Pepsi-Cola | | |
| W. W. Grainger Co. | Capital Plywood | | |
| Monroe Motors | Super Tread Tire Co. | | |
| Modern Diaper | Broadway Tire Service | | |
| Coit Drapery Cleaners | Coit Draperies | | |
| Park Lane Cleaners | Pop Pies | | |
| French Drapery | Hires Bottling | | |
| Keith's Tire Centers | Pixie Bread | | |
| Corard Tire Service | Party Pies | | |
| Coor's Beer | Canada Dry Products | | |
| EAST BAY | Booster Bread | | |
| Gateway Bus Company | Radio Tire Co. and | | |
| Big 'O' Tire, Richmond & Martinez | Radio Recapping | | |
| Coor's Beer, | Radial Tire & | | |
| Hayward and Oakland | Radial Recapping | | |
| Luxury Cab Co., Oakland | Lodi | | |
| Checker Cab Co. | Coor's Beer | | |
| Associated Cabs | MODESTO - MERCED | | |
| Reliable Cab Co. | Pepsi-Cola | | |
| Country Maid | Coor's Beer | | |
| Creamery Products | MONTEREY | | |
| | Pyramid Van & Storage | | |
| | PENINSULA | | |
| | Parts Exchange (Partex) | | |
| | So. San Francisco | | |
| | Commercial Tire Warehouse | | |
| | A-1 Sanitation | | |
| | So. San Francisco | | |
| | Servi Soft | | |
| | San Jose | | |
| | Marx Chevrolet | | |
| | Keith's Tire Center | | |
| | Klasco Products | | |
| | Senor Foods | | |

Energy Crisis

Continued from Page 1—

ing day-to-day developments here, in California and the nation.

What is happening to members of Long Lines Local 468 in Oakland is typical of the effects of the crisis on Teamsters.

All trucks are being dispatched from East Bay freight depots fully loaded, causing a lay-off of drivers.

Long line drivers are hardest hit by the crisis because they are paid on a mileage basis.

Citing this, General President Frank E. Fitzsimmons is opposing a proposed 50-mile hourly speed limit.

That, he declared, would mean a heavy wage loss — perhaps 20 percent for many Teamsters.

"Reducing speed limits from 60 or 70 miles per hour to 50 will mean fewer miles traveled and thus loss of pay, pay which cannot be

made up because of Department of Transportation regulations which limit the number of hours a driver can operate a commercial vehicle," Fitzsimmons said.

More important, he pointed out, a 50-mile limit would not result in fuel savings for long-haul equipment because most trucks are geared to run at speeds in excess of 50 miles an hour and if required to maintain the lower speed they tend to burn more, not less, fuel.

He urged Teamsters to write their Congressmen asking them to oppose any legislation for the 50-mile speed limit.

The Joint Council's resolution called on unions to watch for such employer tactics as consolidating routes and increasing work loads to cover activities which are not highly profitable.

Effects of the oil consumption curtailment will cause widespread unemployment, economists predict.

The increase ranged from the November 4.5 per cent to 6 percent and as high as 8 percent by the end of the year. A 6 percent hike would mean 1,300,000 more unemployed.

"Consolidated Thunderbolt"

At the turn of the century, the San Francisco Employers Association was formed with the objective of crushing the organized labor movement. Alarmed labor leaders Michael Casey and Andrew Furseth enlisted the aid of Father Peter C. Yorke, (1864-1925), a powerful orator and a crisp, vigorous writer.

Father Yorke went all out to aid labor in its fight for industrial democracy, speaking and writing for "The Right of Labor to organize, Fair Wages, Fair Hours and one day's rest in seven."

The great Crusader also wrote and spoke up and down California in behalf of Ireland, the dignity of the laboring man and religious tolerance.

The late Father Joseph S. Brusher, S.J., the renowned University of San Francisco historian wrote a biography of Father Yorke titled, "Consecrated Thunderbolt".

The book which makes fascinating reading may be purchased directly (\$8.95 including postage) from: Joseph F. Wagner Inc., 87 Royal Ave., P. O. Box 418, Hawthorne, N.J. 07506.

Local 137 Gets 200 Members

MARYSVILLE . . . More than 200 members were added to the membership rolls of Local 137 last month, the results of the Local's constant organizing efforts, reports Local 137 Secretary Frank Wood.

There was 129 workers at the Jessup Door Company in Chico who voted for Local 137. It was a unanimous decision of the workers to join the Marysville Local.

It was also an overwhelming vote at the Diamond International Finished Wood Products, Chico for Local 137. 54 employees of this firm decided for Teamster representation.

A recent addition to Local 137 was Pepsi Cola of Oroville. At this plant the soft drink employees voted two to one for Teamster affiliation.



SAN FRANCISCO — Local 278's annual Blood donor day at the Irwin memorial and on the Peninsula was a success with more than 100 pints of blood donated to the two blood banks. And George Collins, a member working for United Parcel was the winner of a trip to Las Vegas. Each donated pint was entitled to one chance of winning the trip. In the picture are some of the members with Local 278 Secretary Merv Donovan, Business agents Bernard Zarry and Bill Chapman and President Richard Wagner. In the top left corner is a proclamation honoring the local for the donations, signed by Mayor Joseph Alioto.

Labor Studies Program

SAN FRANCISCO . . . The San Francisco Community College located at 33 Gough St. is sponsoring what could be described as a significant step in analyzing the problems of Bay Area labor Unions today.

There will be ten two-hour sessions with San Francisco's outstanding Union spokesmen. Each

Local 315 Elects Alfonso

CONTRA COSTA — Elvin Alfonso was elected Business Representative of Local 315 in a special election to fill the vacancy created by the resignation of Joe Davis.

Alfonso's was as Trustee of the Local. Herb Scoffield former vice President of the Local was appointed to the board to replace Alfonso.

will discuss special problems and common problems of the City's major Union groups.

Joint Council President Jack Goldberger will be a speaker Thursday, January 24, his subject will be the trucking industry.

Other speakers include Lou Goldblatt of the ILWU, Morris Wiesberger of the SUP, and John Henning of the State Federation.

It will be an opportunity for active union members and officers to get an intimate look at other unions and at San Francisco Labor.

Jack Olsen of the Bay Area Typographical Union Local 21 will moderate the series.

Any member interested in enrolling should write the San Francisco Community College Labor studies program, 33 Gough St., San Francisco. The series start January 3.

Fitzsimmons Farm Workers Statement

"Over the past several months, we in the Teamsters have made a serious and sincere attempt to resolve the controversy raging over union representation for farm workers.

"During negotiations with the AFL-CIO, I have met several times with George Meany. These meetings have been attended by members of my staff at the International Union and members of the staff of the Western Conference of Teamsters, including its Director Einar O. Mohn.

"While we were able to agree on jurisdictional lines, there was never agreement on the question of contract obligation; that is, who would stand responsible for performance of the contracts should we turn our contracts over to the United Farm Workers Union; and who would be liable in the event any lawsuits were brought as a result of any contractual dispute.

"While there have been press reports and statements by George Meany that an agreement was tentatively reached, the fact is that proposed agreements were contingent upon a satisfactory settlement of the contract obligation question.

"Representatives of the AFL-CIO were never willing to agree to any resolution of this vital question, and therefore, there never was an agreement. Any announcements in the press were premature and released in violation of guidelines set down between George Meany and myself. I can only conclude that those who generated such premature announcements were acting in bad faith and for self-serving interests.

"As the situation stands today, the Teamsters Union is honoring the contracts it has with growers. We have no alternative but to abide by those agreements which are legal documents enforceable in the courts of the land. While we have as much interest in peaceful relations in collective bargaining in agriculture as any individual or organization, we respect the sanctity of the given word as expressed in those contracts.

"I resent the statements of George Meany that the United Farm Workers are 'the only legitimate organization representing farm workers.' Not only do such statements serve only to further confuse a complex issue, but also

they fly in the face of federal labor policy which speaks out for the right of a worker to join the union of his choice. The sinister implication of Mr. Meany's statements is that the nation's farm workers are a property to be exchanged back and forth between unions, sort of a chattel of exchange in a struggle of union politics. This, we reject.

"We in the Teamsters hold that farm workers are human beings who, while presently denied the protections and the rights of the federal labor law, should be treated as human beings with the right to join the union of their choice.

"People seem to forget that in every instance the farm workers involved have freely chosen to be represented by the Teamsters. We respect the right of the farm workers to make that free choice.

"I am gravely perplexed, too, by statements of other organizations which plead for the right of farm workers to join the union of their own choosing, but conclude that the only union should be the United Farm Workers Union.

"Most of all, I am disturbed by statements of George Meany which declare that an agreement was

reached, when in fact, no agreement was ever consummated.

"I cannot understand how the man who poses as head of the American labor movement takes such a casual view of labor contracts, when the welfare of millions and millions of American working men and women depend upon the sanctity of such contracts. It seems that when it serves his purpose, labor agreements are binding and final.

"Therefore, from this day forward, Teamsters will strictly enforce all contracts with the growers.

"In the future if we find that those interested in reaching accord in collective bargaining in agriculture are acting in good faith, we will sit down and try to work out an agreement which respects the rights of all.

"However, we will not enter into any talks if we suspect that parties to such negotiations will prematurely leak statements of settlement in an attempt to gain advantage or to subvert the intent of such negotiations."

East Bay Teamsters

SAN LEANDRO — At the Blue Dolphin, The East Bay Teamster officials discussed the effects of the energy crisis and how it would effect Teamsters. Local 70 Secretary-Treasurer Chuck Mack warned the officials to watch for employer who would take advantage of the crisis. Such as, he said, attempts to increase the loads and more productivity from members.

He urged the delegates to ask for a committee from the Joint Council to analyze the problems that will arise in the future. Unemployment amongst Teamsters will increase.

Harry Pollard, Economist told the delegates that the recent 'cost of living' figures are up 8 percent.

* * *

Bobby Freitas, candidate for the San Leandro City Council is on the campaign trail and is getting plenty of support but he needs and deserves more. He is now in the process of setting up his campaign and the paper will keep all of those interested in his progress. Meanwhile anyone interested in contributing to his campaign, send your contributions to Bobby Freitas, 70 Hegenberger Road 94621. . . It will be appreciated, every dollar will count.

* * *

Chairman Bill York introduced retirees Al Maderos, Frank Langford and Jack McSherry all guests at the luncheon and he duly noted that Elwood wasn't there.

Dave Grundmann President of the Northern California Allied Printing trades and also a candidate for the San Leandro City Council was a guest.

Assemblyman Bill Lockyer was a guest of Local 70 and Judge Myron Martin came with Local 432 Secretary Mike Mitchell.

Local 302 Secretary Pete Joseph Will Retire

OAKLAND . . . Pete Joseph, Secretary-Treasurer of Local 302 has decided to retire and go fishing and go with the dogs.

Meaning he and his wife have prize winning miniature Daschunds and was a former President of the Golden Gate Daschund Club activities he was forced to relinquish during his time as Secretary-Treasurer of the Local. He plans to re-

John B. Engberg, Veteran's Service Officer located at 1000 E. 14th St. Oakland told the Teamster officials of the many benefits for veterans that in many cases are unclaimed. He urged the officials to take advantage of his office for information and service for veterans assistance.

He presented Local 291 Secretary-Treasurer Tom Nunes and the Local's certificate of appreciation for assistance in the presentation of a National Hero award.

Nunes and the Local 291 executive Board were celebrating their re-election at the nominating meeting where a 'White Ballot' was cast.

Hayward City Councilman George Oakes was a guest of Local 291 at the Luncheon.

* * *

Cleo Coulter reported on the work of the Security office. A retired delegate said members were getting the run-around by the office and, as usual, it was one individual complained and his complaint is questionable. But as Coulter stated that that one complaint will be thoroughly investigated.

* * *

OAKLAND — The East Bay retirees are the men on the picket line at Roberts Tire, reports Local 78 Secretary Bill York, and they are doing a great job. Roberts Tire still insists on being very much unfair and doesn't deserve Union business.

* * *

OAKLAND — The Bubble Machine service station in Alameda is a Union station with all the guys that wash your car and fill your tank, members of Local 78. At this station you get your money's worth.



EUREKA — Local 684 member James Maffia, on left, receiving \$298.00 from (right) Business Representative Ed Williamson of Local 684. Member Bill Stringer also received retroactive pay but wasn't able to be present for photo. This all came about when the com-

pany was paying the wrong scale for the classification of work performed by Brothers Maffia and Stringer who are employed at Glaser Bros. In turn, the Brothers followed the grievance procedure by the steps called for in the Agreement and Business Representative Williamson executed the remedies until the pay was granted.



SAN FRANCISCO — The old timers of Local 278 were guests at a luncheon given by the local and in the picture is a few of the veteran retail drivers with their hosts, left to right, front row, Host, and Secretary-Treasurer Merv Donovan, business agent Bernie Zarry, office manager Marygail Shaffer, Mike Rado, Einor Koski, George Maloney, Ray Walsh, Trustee of the Local, Joe Lynch, retired Secretary-Treasurer, rear row, Harry Zetooney, Trustee, Richard Wagner president and Jack Webb Business agent.

Teamster -- TEMPO Local 860, Horse Winner

SAN FRANCISCO — Rachel Stack who works in Local 860's office is at the present time the owner of a beautiful race horse. She held the winning ticket in the drawing at Bay Meadows for the two year old filly.

Rachel was listening to a transistor radio when Key Kelley and Jane Engle who work with her told her about her winning. It was a 25,000 to one winner.

Altho tempted, Rachel will not be able to join the Horse Owner's association.

Local 856, Golf Champion

HAYWARD — John Enright, a member of Local 856, joins the ranks of the Golf champions with a three over 75 on the 7,008-yard Sky West Golf Course. He captured the Alameda County Championships with a total of 148.

John works for the Yellow Freight system and according to Local 856 Secretary-Treasurer Rudy Tham, he is presently contemplating turning professional.

Frank McGovern Retires

SAN FRANCISCO . . . Frank McGovern joined Local 226 in 1935 and worked for Borden's Creamery has decided to retire.

Since 1952 he has been a member of the Local's Executive board serving with the late Secretary-Treasurer Fred Wettstien and retired Business Agent of the Local Steve Gilligan.

Both officials were an integral part of the Joint Council.

Frank was elected Recording Secretary of the Local in 1952 and in 1961 when Wettstien retired was elected Secretary Treasurer.

His plans are taking it easy, some garden work and jobs around the house that has needed doing.



Bruce Mohn Appointed

Bruce C. Mohn has been appointed an IBT auditor by General Secretary-Treasurer Murray W. Miller. His assignment is primarily in the southwestern states, the territory in which the late John Newman functioned prior to his retirement slightly more than a year ago.

Brother Mohn, who has been associated with the Teamsters since the mid-fifties, attended the Uni-

versity of Maryland and was graduated from Western Washington State College with a degree in Economics. For more than a dozen years he has served the Western Conference in various capacities.

NORTHERN CALIFORNIA TEAMSTER

AL ADDY, Editor

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Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

DECEMBER

Phone 569-9317

Trustees' Report

LOCAL 70, OAKLAND, CALIF. 94621
AFFILIATED WITH
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

TRUSTEES' MONTHLY REPORT
Period Covered: From October 1, 1973 to October 31, 1973

CASH RECEIVED

| | |
|--|-------------------|
| Dues | \$112,463.00 |
| Initiation and Reinitiation Fees | 7,126.00 |
| Withdrawal and Transfer Cards | 25.50 |
| Assessments and Fines | 5,526.00 |
| Receipts — Funds for Transmittal for Members | 505.00 |
| Receipts from Affiliates | 8,610.00 |
| Other Receipts | 1,580.17 |
| TOTAL CASH RECEIVED | 135,835.67 |

CASH PAID OUT

PAYMENTS TO OR FOR OFFICERS AND EMPLOYEES:

| | |
|----------------------------|-----------|
| Salaries | 41,602.20 |
| Expense Allowances | 3,922.50 |
| Expenses Paid to Creditors | 2,988.14 |

PAYMENTS TO OR FOR MEMBERSHIP:

| | |
|--|-----------|
| Per Capita Taxes | 19,005.34 |
| Contributions | 314.00 |
| Benefits Paid | 33,987.12 |
| Funds for Transmittal for Members | 545.00 |
| Refunds — Dues | 34.75 |
| Refunds — Initiation and Reinitiation Fees | 20.00 |
| Refunds — Fees | 75.00 |

PAYMENTS FOR OPERATING EXPENSES AND OTHER DISBURSEMENTS:

| | |
|--|-------------------|
| Office and Administrative | 6,318.32 |
| Education and Publicity | 521.94 |
| Legal Fees | 1,021.35 |
| Other Professional Fees | 1,735.00 |
| Taxes | 3,809.30 |
| Payments for Purchases of Fixed Assets and Investments | 182.76 |
| Other Activities | 8,982.19 |
| TOTAL PAID OUT | 125,064.91 |

NET INCREASE (OR DECREASE) IN CASH

| | |
|--|-------------------|
| CASH BALANCE BEGINNING OF PERIOD—GENERAL FUND— | |
| CHECKING ACCOUNT | |
| General Fund—Checking Account | \$ 38,176.76 |
| Petty Cash | 450.00 |
| General Fund—Savings Accounts | 8,463.12 |
| Cash in Special Funds & Scholarship | 147.97 |
| Sick Fund | 49,990.46 |
| Investments—U.S. Savings Bond | 5,000.00 |
| Land | 173,642.79 |
| Buildings | 510,289.77 |
| Office Furniture and Equipment | 36,743.21 |
| Other Assets; Appeal Bond Deposit | 30,000.00 |
| TOTAL ASSETS | 852,904.08 |
| Deduct: Obligations (per list below) | 317,096.59 |
| NET ASSETS | 535,807.49 |
| | |

LIST OF OBLIGATIONS SCHEDULES

| Obligation | Description | Date Due | |
|--------------|---------------------------|----------|-------------------|
| 8/66 | Building Mortgage—Monthly | | 284,731.70 |
| 11/22 | Bank Loan—11-2-74 | | 30,000.00 |
| TOTAL | | | 314,731.70 |

Other Receipts

| | |
|---------------------------|-----------------|
| Sale of Supplies | 20.50 |
| Rent | 200.00 |
| Refund—Travel Expenses | 254.27 |
| Telephone Receipts | 41.98 |
| Expense Refunds | 282.45 |
| Reimbursed Strike Expense | 780.97 |
| TOTAL | 1,580.17 |

| | |
|------------------------------|------------------|
| Out-of-Work Benefits Paid | 13,615.00 |
| Pension | 2,680.50 |
| Insurance—Group Life | 7,621.95 |
| Insurance—Health and Welfare | 2,838.30 |
| Sick Benefits | 5,560.00 |
| Comp. Insurance | 11,671.37 |
| TOTAL | 33,987.12 |

| | |
|---|-----------------|
| Meeting and Committee Expenses | 1,481.47 |
| Stewards' Expenses (other than dues) | 42.07 |
| Building Maintenance | 3,288.11 |
| Out-of-Town Travel Expenses | 250.54 |
| Mortgage and Loan Payments (Principal Only) | 2,364.89 |
| Interest | 1,555.11 |
| TOTAL | 8,982.19 |

| | |
|------------------------------------|-----------------|
| International Out-of-Work Benefits | 6,970.00 |
| Conference | 1,640.00 |
| TOTAL | 8,610.00 |

TRUSTEES' CERTIFICATE

We, the undersigned, Trustees of this Local Union, in accordance with the International Constitution, do hereby certify that this statement, to the best of our knowledge and belief, is true, correct and complete.

Season's Greetings

THE OFFICERS AND OFFICIALS AND STAFF OF
TEAMSTERS LOCAL #70
WISH ALL OF OUR MEMBERS AND THEIR FAMILIES
A VERY MERRY CHRISTMAS AND A HAPPY NEW YEAR.

Warren Morse, Coordinator For Conf. Safety Activities

Warren Morse has been named Coordinator of Health and Occupational Safety Activities for the Western Conference of Teamsters, and will work with Local Union officials on these matters while serving as liaison with the I.B.T.'s recently established department of Safety and Health.

In a communication to R. V. Durham, who was chosen as the first Director of the I.B.T.'s new Department, Conference Director Einar O. Mohn stated: "The Western Conference is sincerely interested in participating with you, and to that end I have designated Warren Morse as the official coordinator of health and safety matters for the Conference."

Morse has devoted considerable time during the past year to occupational health and safety matters. In line with this work he attended



an instructional school conducted by the federal Occupational Safety and Health Administration, and the knowledge gained can be of value to Local Unions.

Lynn Appointed to Commission

Alameda County Supervisor John Murphy recently appointed Business Representative Mike Lynn to the County Welfare Commission. This appointment came as a result to Local 70's continuing effort to enhance its position in the Bay Area by active involvement in community projects.

The Welfare Commission is composed of nine (9) appointees, who serve seven (7) year terms. Its functions are to formulate policy, hear citizen complaints and make recommendations to the Human Resources Agency Executive Director. The Commission is periodically called upon to review and recommend to the County Board of Supervisors

various proposals. The most recent such proposal deals with the allocation of County revenue sharing funds. The Commission will review such requests for funding from several community service organizations and then recommend to the Board which ones should be funded and for how much.

The Welfare Department employs over 2,000 workers and administers a budget of well over \$100 million per year. Most of these workers are in labor unions. The Chairman of the Commission, I. Malnick, stated he was "glad the Teamsters Union was becoming involved in the decision making process" of the Welfare system.

Local 70 Health and Welfare Trustees

President—James R. Muniz Secretary-Treasurer—Chuck Mack
Business Representatives
Joe Arino and Alex Ybarrolaza

Sick Benefit Committee

Sick Benefit Committee
Chairman—Ray Arroyo Co-Chairman—Lee C. Hafley
Recording Secretary—Jim Dodge
Members: Lloyd Adcock, Frank Arroyo, Eugene Derieg, Hank Rivera, George Wells, Bennie Whitfield, Bob Williams and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.
The Sick Benefit Committee can be contacted by telephone during the evening of the second Tuesday of each month. Call 569-7171 between the hours of 8:00 p.m. and 10:00 p.m.

Change of Office Hours

Effective the first business day of January, 1974, Local 70's office will open at 8:00 a.m. and close at 4:00 p.m.
Previously the hours were 7:00 a.m. to 4:00 p.m., but increased costs and the fuel shortage problem make it necessary to change the opening hour to 8:00 a.m.

Executive Board

| | |
|-------------------------------------|--------------------------------------|
| Secretary-Treasurer Chuck Mack | President James (Jimmy) Muniz |
| Vice President Stan Botelho | Recording Secretary Jim Rush |
| Art Soto Conductor, Mel Baptista | TRUSTEES Robert "Bob" Cole |
| | Marty Frates Warden, Harold Marks |

Secty.-Treas. Report

At the time of this writing the Steel industry is on strike. Over the past year we have settled every major contract without a strike; but, unfortunately, it was necessary to take strike action to support our requests for sub-contracting protection. The Steel contract has no protection against Steel companies subcontracting work while our members are laid off.



The experience of the last three years indicate that our members need and are entitled to protection that the Freight and other drivers we represent enjoy. The employers in Steel, however, have not agreed—and have even refused—to give us a counter-offer to our original proposal. Business Agents Ted Kaufman and Joe Arino, and Jim Muniz and I have been involved in this dispute trying to achieve a settlement. We are hopeful that, by the time you receive this paper, this strike will have been successfully concluded. There are other issues besides subcontracting—wages, pension and sick leave—but the main stumbling block is the aforementioned subcontracting.

On the strike front: The Beer dispute in the East Bay continues. Teamsters Local #888 Beer Drivers, with the invaluable aid of Jack Goldberger, reached settlement with the San Francisco side of the Bay. Alameda County, however—spurred by Coors Distributors—has refused a fair settlement. We are urging our members not to purchase non-union beer, a list of which appears elsewhere in this paper.

At Sears the Teamsters have agreed to accept Sears' final offer; but the Retail Clerks, at the time of this writing, are still negotiating. We are supporting the lines of the Clerks and are continuing to aid them in their negotiations so that this strike might be brought to a fair settlement. Our drivers have been on the picket line for over sixteen weeks and are in need of financial support. Collections were discussed at the last Stewards Meeting. If you are interested in providing financial assistance to the Sears drivers (such assistance is important, especially around the holidays), contact Recording Secretary Jim Rush. Such assistance will be sincerely appreciated.

This past month the Joint Western Area Committee hearings were again held in San Francisco. We had a number of cases of importance to our members. I might indicate a few of some interest:

We tested the fifth week vacation issue. In the case decided at the J.W.A.C. a man with thirty-eight years seniority requested his fifth week of vacation. His anniversary date was after January 1st. The Committee ruled that he was not entitled to his fifth week until his next anniversary date. This decision is inequitable and is not the way that it was explained to us

initially. The decision would allow a man with twenty years whose anniversary date is in August to receive five weeks, yet prevent a 38-year man from receiving the same 5-week vacation this year.

On a more positive note, we won two cases of some significance. Dick Sarmento took on Republic Carloading when the company indicated they would not pay time and one-half for pig ramp deliveries and pickup made by the night hostler. The Panel ruled in favor of the Union with back pay.

I had a case with O.N.C. where the company did not pay the swing shift on their normal payday. The company's reason for failure to pay was that they were undergoing an auditing procedure, and that the auditing firm made the mistake—and they also offered the men a \$100.00 draft until their checks arrived. The swing shift at O.N.C. felt strong enough to stay at the terminal until the next morning (six and one-half hours) until the checks arrived. The Panel ruled that because no work was performed and the company offered the men a \$100.00 draft, they were to be paid six and one-half hours at the straight-time rate of pay.

Energy Crisis: In the last two weeks, newspapers, T.V. and radio have been taken up largely with the energy crisis. So far our firms have managed "by hook or by crook" to obtain enough fuel to operate. The months of December and January, however, should indicate quite clearly how severe this crisis is. It's time for those of us—Management, Labor and Government—who have an interest in this problem to give sober thought to its implication and actual severity.

With the media yelling "energy crisis!" contradictory information and contradictory solutions to contradictory problems are being offered by the minute.

It appears there are those in the industry and politics who have a vested interest in maintaining, and even exaggerating, the energy crisis. I refer particularly, in industry, to the airlines who are laying off thousands of workers and cutting back unprofitable flights that they have been attempting to cut back for years. In trucking we see the California Association again pushing for Triple Trailers and increased weight limits. These proposals will, of course, increase productivity—will, of course, save fuel—and will, of course, cost jobs. In the political area, the Lieutenant Governor has apparently adopted the thinking of the Trucking Association with regard to weight limits. He indicated

Wednesday, November 21st, on C.B.S. radio that he was exploring the idea of allowing trucks to run with heavier weight limits. He apparently has read that the Trucking Association was the largest single contributor to the Nixon presidential campaign. No doubt he feels he will be able to benefit from their support in his upcoming bid for Governor. It is time for a hard look at this problem with all elements of the economy. Stampeding people into quick decisions could have severe implications in the future.

**Local 70 News****Butchers' Food Chain S**

Picket lines at Chain Stores within Local 70's jurisdiction. This action by the Butchers is a result of a contract dispute between the Butchers and the large chains throughout California. Contrary to statements made by the Food Employers Council, the Butchers are not trying to extract an inequitable wage increase from the Chain Industry, in fact the Butchers are aware that their economic settlement will have to be within the Federal guidelines. They are taking on the Food Employers Council, because it seeks to destroy contract

language and job protection they have enjoyed for years.

The Food Employers Council for instance, wants to take away the guaranteed work week, they also want to establish a new butcher classification with lower wages, and are demanding that the market meat counters be manned with others besides butchers. If the Butchers accept these demands, they will be negotiating their jobs away.

Local 70 is supporting the Butchers in their dispute, as we fully realize the tactics of the Food Employers Council and feel that it is only fair that the Butchers maintain the

Attorney Wins Large Settlement

Pete Elkind, of Neyhart & Grodin, in Oakland, has been successful in a partial settlement in a suit on behalf of the John Mendoza family.

John was employed by T.I.M.E., D.C., and was killed in an accident on July 10, 1970. Elkind, of Neyhart & Grodin, brought suit against T.I.M.E., D.C., and several other companies for negligence, establishing that there was a defect in the transmission of the "hostile goat," causing Mendoza's death. The suit was settled out of court for \$100,000 against the firm that built the hosting tractor.

The Mendoza family still has a further action against General Motors for manufacturing the transmission, and also against the transmission control manufacturer.

This is only one in a series of large settlements that Elkind, of Neyhart & Grodin, has made on behalf of our members and their families in the past year.

In my mind, one answer to the current crisis is to insure that each segment of the System bears an equal burden. It's time for the Federal Government to enact an Excess Profits Tax, with the money being derived from said tax to be channeled back to those workers who will suffer from the apparent future unemployment. It isn't just and equitable for firms such as the oil companies to profit while the rest of the economy—mainly the worker—suffers.

In response to the many inquiries concerning contract books for the Freight members, we had a meeting this week and have resolved the major problems that held up the printing. The Supplement is now being put together, and we are hopeful that it will be available shortly after the first of the year.

In closing, I would like to wish each and every one of our members and their families a very Merry Christmas and a Happy New Year.

Chuck Mack

Steel Firms

After two months of extended negotiations, Local 70 struck the Steel companies, represented by the Industrial Employers Association and the Distributors Association.

The Steel contract had expired on October 1, 1973, but Business Agents Joe Arino and Ted Kaufman extended the Agreement in hopes of reaching a settlement with the Distributors. Negotiations broke down when the Steel firms did not re-

C.T.A. Disregards Safety Says

Chuck Mack and James Muniz charged that the California Trucking Association is preparing an "end run" around the people of California.

Mack and Muniz charged that statements made by the Trucking Association in the past week and a meeting being held in Sacramento Tuesday, November 13, are further efforts by the Trucking Association to increase the weight and length limits for commercial vehicles.

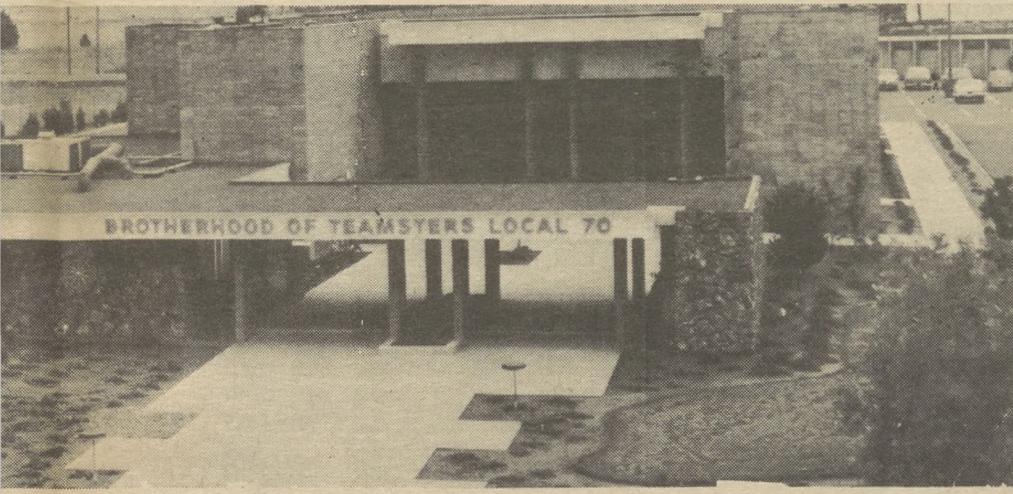
Mack stated that the Association

Farah Strike Continues

The strike by the Amalgamated Clothing Workers of America against the Farah Manufacturing Company is entering its 19th month. Over 4,000 Chicano workers are continuing their struggle for Union recognition and end to discrimination and a living wage.

For years the Farah Manufacturing Company took advantage of Chicano workers in El Paso, Texas. They paid them sub-standard wages and crushed every move by the workers to organize themselves. Nineteen months ago the workers, fed up with the intolerable conditions that existed at the Farah plant, went on strike. In the intervening period of time, the Union has not only closed operations at the Texas plant, but implemented a tremendously successful boycott. The boycott has forced Farah to begin a new offensive wherein they are utilizing T.V. and other media advertising to sell their products.

The Farah workers, with the sup-



In Store Strike

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work they have. We could find ourselves in a likely situation, if we don't stand together. It is high time the general public understands that the irresponsible party in these negotiations is the Food Employers Council and not the Butchers.

The Chain Store Industry's profits increased in the third quarter of 1973 529.4 percent over the third period of 1972. The Butchers are asking for an economic settlement within the Federal guidelines and to maintain the conditions they have for years. The Food Employers Council's answer to this request is

to lock out a large segment of Chain Industry. Apparently they won't be happy until profits reach 1000 percent. This unwarranted action penalized the employees of the Firms involved, which apparently is to be expected in today's labor relations scene, but the employers unfortunately have also penalized the consumer.

The Union's strike was of the nature to allow some stores to remain open, so that the public would not necessarily suffer. In their typical fashion, the Food Employers Council has shown a callous disregard for the community.

Force Strike

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spond to the Union's request for sub-contract language, as past Steel contracts have not had subcontracting protection. Lately, Steel firms were contracting work to outside carriers, while Local 70's men were laid off.

In order to correct this inequitable situation, Local 70 is seeking contract language similar to that in the Freight and other Agreements. This is the first industrywide strike

that Local 70 has had this year. Freight, Plumbing, Household, et al. were resolved amicably.

The Employers in the Steel firms have proved to be completely intransigent on the issue of subcontracting, thus preventing a quick settlement. Wages, pension and sick leave have also not yet been resolved. Secretary Chuck Mack and President Jim Muniz have joined with Kaufman and Arino in attempting to resolve this dispute.

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is attempting to use the energy crisis as a pretext to put triple trailers and overloaded trucks on the state's highways. "At a time when the Highway Patrol has indicated a sharp rise in truck accidents in California, such an effort is in callous disregard for the people of our state. Such an effort is not to conserve energy, but to increase trucking profits at the expense of our members whose jobs may be jeopardized, and the safety of the people of California."

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port of labor-minded people throughout the country, continue their boycott; and they have now extended this boycott to Mervyn's. Mervyn's refuses to cease handling Farah products and have, in fact, filed joint lawsuits with Farah against pickets and demonstrations.

The Executive Board of Local 70 has endorsed the Farah and Mervyn's boycott.

By-Laws Committee Election Scheduled

AT THE REGULAR MEETING, SCHEDULED FOR JANUARY 24, 1974, THERE WILL BE AN ELECTION TO FILL THE VACANT SPOTS EXISTING ON THE BY-LAWS COMMITTEE.

MEMBERS WHO ARE INTERESTED IN SERVING, SHOULD ATTEND THIS MEETING.

Energy Crisis For Workers

Chuck Mack charged that the energy crisis is in effect becoming a crisis for the American worker.

Mack stated that, just last week, a number of industries announced significant cutbacks. The airlines have taken advantage of the crisis to drop unprofitable flights. The president of Sears Roebuck has indicated that Sears will drastically cut home deliveries and the California Trucking Association here in California is pushing to increase the length and width limits on trucks operated in the state.

The results of such cutbacks in the above-mentioned industries, plus other proposed cuts, could, Mack claimed, provide instant poverty for the American worker. "It is quite apparent that industry and business are taking advantage of the energy crisis to stampede the government and public into accepting almost every harebrained scheme that will increase profits. The effects of the energy crisis will be worse than the inflationary crisis for the American worker if industry's reflex action to the energy crisis—cutting the American worker—is not prevented.

"Business's response to the energy crisis, which apparently has the government's blessing, is likely to insure two things—record corporate profits coupled with record unemployment."

| Business Agents | | | | | |
|--------------------|---------------|---------------|-------------------|--|--|
| Ted Kaufmann | Joe Arino | Bobby Freitas | Roy Nunes | | |
| Dick Saramento | Billy Rodgers | Darold Wright | Bob Windsor | | |
| Alex R. Ybarrolaza | Al Andrade | Mike Lynn | Steve Marinkovich | | |
| Wm. Bill Fagundes | | Dispatchers | Vern Fielder | | |
| | | Al Fialho | | | |

President Reports

Having the Beer Strike, Sears & Roebuck strike, and Butchers strike against some Chain Stores still in progress, it has caused an increasing unemployment problem for our members. In addition to this problem, it has put extra work on Local 70's Business Agents, who are trying to assist in reaching agreements with these companies.

At the last Business Agents meeting, problems that have and are facing our local union, were thoroughly discussed, such discussions included the printing of Joint Council 7's contract books. As this paper goes to press, the contract books are being printed and we

should be reaching a proofing stage on the printed contract books very soon. As soon as they are proofed and approved, we will distribute them to the membership.

Also discussed, was the improvements on Health and Welfare benefits. The Health and Welfare Trustees during the past month have had a trustees meeting and are very close to reaching agreement on improved benefits in Health and Welfare. This agreement can be completed in the very near future. We will inform you in the next addition of this paper of the results we have achieved.

In addition, a seminar was discussed for all officers and officials, possibly for the month of January, to thoroughly review other problems within our Local Union. We will report to you in a resume at a later date, of the outcome of this seminar.

Other discussions involved, the subject of organizing the unorganized. This problem is a serious one, and a detailed investigation is badly needed. This will be subject matter for the next Business Agent's meeting.

After a one week strike, the steel driver's contract was negotiated and ratified. This settlement entails improvements in Health and Welfare, pension, vacation, sick leave, Jury Duty, and other benefits which are retroactive to October of 1973. At this time, I would like to thank the rank and file committee, consisting of Terry Rose and George Wells for their great contribution, in submitting such an output which proved beneficial in reaching a settlement.

Your Executive Board has authorized a nomination and election at the next regularly scheduled meeting on January 24, 1974, for two vacancies on the by-laws committee. The nominations are being

held in January because of the holiday falling in December. This also gives the entire membership an opportunity to be notified of the scheduled nomination and election. Following the election and approval of the newly elected, the two members will fill the vacancies on the committee.

It is the desire of the Executive Board to finalize the proposed by-laws changes, so they may be presented to the membership in the very near future. As I have stated before, our present by-laws, were last changed in 1959, this leaving an enormous need to correct the present by-laws.

General President Fitzsimmons has let it be known that if the shortage of fuel becomes more critical, requiring drastic cutbacks, the union may be required to reopen and renegotiate the National Master Freight agreement. There is a clause in that contract which permits such a move should action taken by the Federal government cause "terms of our contract to be revised," said the General President.

In closing, I would like to wish each and everyone, a very merry Christmas, and a Happy New Year!

Fraternally yours,
James R. Muniz,
President

Use Union Cabs

The following letter was received from Teamsters Local 265, and each of our members is requested to make sure that a cab they may hail in San Francisco is Union:

"Dear Sir and Brother:

The following cab companies are signed to a Union contract and are driven by Union members in San Francisco. Please inform your members of this fact:

Yellow Cab Co.
Luxor Cab Co.
Rose Cab Co.
Orange Cabs (Nos. 36, 183, 951,
971)
United Cab No. 17
De Soto Cab Co.
Veterans Cab Co.
City Cab Co.
Sunshine Cab No. 61

When you hail or order a cab, ask the driver for his union card. There are non-union cabs operating too numerous to list. The majority of them are one cab outfits.

Thank you for your cooperation.

Fraternally,
Jim Strachan
Secretary-Treasurer"

NOTICE

For those members who have Health & Welfare problems and want a quick response to their problem, they can call the Teamsters Security Fund at no charge.

Simply dial the Operator and give her the Enterprise number listed below.

Enterprise 1-6252

BUSINESS AGENTS' REPORT

TED KAUFMAN

If you should find yourself reading this literary gem, make sure that you read next month's issue of this paper as it could involve your livelihood—and if you're like me, you never did like working for a living either. For me, though, it's a necessity since my son disappointed me by not being a son of a millionaire. Anyway, here's what this is all about:

DICK SARMENTO and **BOB FREITAS** informed me that they have a project going with the D.O.T. (Department of Transportation). A lot of drivers' D.O.T. cards will be up for renewal, and these men will have to take another test in order to get the new card required to continue driving, which will be good for three years. The physical D.O.T. card is good for only two years. There are two things I hate—and both of these are taking written tests. However, since you can't pinch a bull in his horns, this is a "must."

The reason I mentioned that you'd better read next month's paper is that Dick and Bob will announce the exact dates in January when the D.O.T. tests will be given. They expect a lot of drivers whose cards have expired to take these tests, and plan to have the use of Local 70's Auditorium for three consecutive days. The hours will probably be from 6:30 a.m. to 9:00 a.m.; but since none of this has been definitely set, you will have to make the supreme sacrifice of reading next month's paper for the exact dates and times. Those individuals wishing to prepare for the written examination can study from the D.O.T. Regulations booklet, and this can be obtained from the company for which they work. Those working out of the Hall can get this booklet from the Union. Dick and Bob will have help from the Safety Departments of different companies, as well as from the D.O.T. itself, and will aid in giving the written exams.

JOE ARINO, Senior Health & Welfare Trustee of Local 70 (are you impressed?), has some words of wisdom—so if you have read this far, continue. "As you know, under the rules of the insurance Health & Welfare benefits. Physical examinations for a member or his dependents are not covered. However, should a claim be submitted on which the doctor indicates a symptom of illness, then the expense of the physical examination—as well as any subsequent treatment—would be covered." Who says my column isn't as exciting as a T.V. commercial, or as heart-breaking as Psoriasis?

Joe is presently involved in two nerve-wracking negotiations—one of these with Alhambra Water where they call him the "H₂O Kid." This is an area-wide contract with six other Locals. Wonder if this is why we're having so much rain? The other is on the Abbey Rents contract, which just did miss resulting in a strike. The Abbey Rents which is now part of a conglomerate has a different point of view than when it was just Abbey Rents all by itself. Had it not been for a Federal Mediator who was very conscientious, the company would have said "Go to Hades" or something similar. The drivers themselves said the same thing to the Company and had already turned down their final offer. It all ended up with another "final offer" which was accepted—so the Abbey Rents stores in Alameda County will be safe for another thirty-three months.

At the time of this writing mem-

bers working under the Steel contract are scheduled to begin their strike in forty-five minutes. It's 4:15 a.m. and the picket captains are picking up their signs to man the lines at 5:00 a.m. What a heck of a Christmas to look forward to if this strike does not end soon. The same goes for the Signal drivers at Sears Roebuck, and for our sister Locals involved in both strikes. The "hang-up" in the Steel negotiations came when the companies wanted to be able to give work to carriers while their seniority men were on layoff, and would not accept a compromise.

ROY NUNES and his Joint Council 7 Grievance Committee on Drayage grievances have come up with some important decisions. On lunch hours, a company would tell a dockman when to take his lunch break. Now if it tells him to take a one-half hour lunch break, it's to be either from noon to 12:30 or from 12:30 to 1:00. A money claim resulted from the decision regarding this, and two men each got \$600.00 for a total of \$1,200.00. (I'm a whiz at math.) I've always said, whether you're rich or poor, it's always nice to have money.

The Joint Council 7 Grievance Committee also came up with a \$3,600.00 claim on the Doubles rate of pay—the result being that this was considered a personalized rate of pay.

The International has picked a committee of three men who are working on Containers and are waiting on an important decision.

MIKE LYNN is working on a Resolution he wants introduced to the Welfare Commission of Alameda County which will give strikers welfare benefits while they are on strike. I can remember "way back when" the Business Agents' salary was so low we were the only Agents in the I.B.T. whose salary was supplemented by a welfare check. Good luck on your efforts, Mike!

Mike has also arranged for one of the Port Commissioners to appear before a P.A.C.T. meeting at Local 70 for the purpose of explaining the Teamster role in development of the Port. This could mean the creation of additional jobs.

Mike still attends school at night regularly. This should prove of help to him in his performance as a Business Agent for Local 70.

I find myself in **STEVE MARINKOVICH'S** office getting the dope on him. **BILLY RODGERS**, and getting Steve to "pinch-hit" for **AL ANDRADE** while he was on vacation. It's awfully tough to concentrate with his Playboy calendar on his desk, which leaves no doubt as to "what little girls are made of." Anyway, Andrade had been working on a safety problem concerning a dock, and seemed to be having difficulty making headway. A call came in complaining of the situation, so Steve and Billy went out to investigate it. They found that the floors were sticky and dangerous—and if I remember correctly, this interfered with the drag races being run by the dock workers operating the jitney or electric carts, handling the company's merchandise, loading the trucks, etc. Aside from this, the plates were unsafe and a jitney driver could find himself flat on his looking up at the ceiling with the heavy jitney on top of him should the plates slip while driving over them. These conditions were reported to O.S.H.A. (Occupational Safety & Health Act); and by this time Andrade had returned from his vacation, and he, Marinkovich, Rodgers and O.S.H.A. went over to inspect the company's dock. The in-

spection resulted in a big improvement. The docks were cleaned up, and I understand that the drag races were also stopped. Well, you can't have everything. Even people who won't work for that particular company who will soon be faced with a 50-mile-per-hour speed limit.

STEVE is in the final stages of the United Parcel Service Furniture contract which has been negotiated along with Locals #278 and #287, and expects this to be wrapped up soon.

A situation came up which called for Steve to put his foot down at one of his barns when he insisted that a driver working for the company be given a chance to prove he could drive a heavy rig. From the size of Steve, you can imagine how heavy his foot can be, or at least how persuasive. The company said "O.K."

STEVE says that things are a lot better in Household Movers grievances now. I remember when I represented our members in that industry on grievances and the Panel was made up of an equal number of members from the Union and from Management. We would be deadlocked on "black is black" and "white is white." Now, however, the Panel is made up of neutral members from other Unions and companies. Must work—Steve won three out of four cases.

ALEX YBARROLAZA has a way of really hurting himself. He represents Pacific Motor Trucking in addition to Garbage and other contracts. He likes the Garbage contract, but tells me he sometimes gets "down in the dumps." Anyway, P.M.T. has a Piggy-packer Rider in their contract. Alex completed negotiating this Rider and came up with the following rates of pay:

An Operator's basic rate of pay is 8.48 per hour, and if he works nights he gets \$9.328 per hour.

A Ground Man gets \$7.98 per hour, or \$8.778 per hour for working nights.

No train is allowed to be worked unless they have four Teamsters on it. (Wonder if the Company ever allows the men to work overtime; and if so, do Brink's guards deliver their paycheck to them?)

Well, this takes care of the roundup, except for the "W. & W. RANCH" of **DAROLD WRIGHT**

and **BOB WINDSOR**. I keep wondering when Windsor is going to start wearing cowboy boots like Wright. Sitting in Windsor's office is like in a "Strikers' Hall of Fame." His walls are covered with pictures of various strikes in which he has participated and posters used in the strikes. One of the photos is of **MAYOR ALIOTO** which he autographed "To Bob Windsor—a great Labor leader—from his friend, Alioto." He might even think Bob is the best B.A. in Local 70, just like my wife voted me the best—but then, wives are not members of Local 70 and can't vote. Life is full of disappointments.

BOB AND DAROLD could sure use a calendar. They don't know week-ends from weekdays and are always working. Darold says this isn't so—that whenever he comes home and sees his wife, it's Sunday. I don't think they know the time of day, either. They were working on the Owens-Illinois Forest contract, negotiating until midnight. The following night they were in the Federal Building in San Francisco, negotiating until midnight. The following night they were in the Federal Building in San Francisco, negotiating with A.M.S.C.O. and a mediator until 2:00 a.m. On the same morning, at 9:00 a.m. the men under the Owens-Illinois Forest Products contract voted on their contract. The following day, which was Sunday, they had a meeting for the Hunt-Wesson Foods drivers to ratify their contract.

Bob and Darold also got the Brunswick Drug contract ratified.

On the Beverage contract grievances, Bobby is the Chairman and Darold is on the Panel. The Panel is comprised of six Locals.

The other day Darold, as he has done in the past, drove a truck for the San Leandro Boys' Club to get some Christmas trees. The Boys' Club sells these trees at their Club on Marina Boulevard in San Leandro.

As for myself, it's now 7:00 a.m., and I have been here at the office since 4:00 a.m. The Steel strike is now two hours old and I still start out to make my rounds. Every three years I have to earn my salary. It's sure a tough life.

Know what I just heard? That Congress is going to investigate Nixon's dog to see if it has "tape-worms."

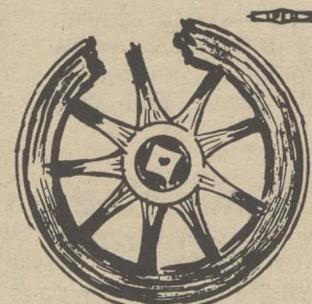
See you later!

Corporate Profits and Wages

There is little doubt that the wage earner is not faring as well as others, especially the big corporations, under the restraints imposed by the Administration's economic stabilization regulations.

This is made abundantly clear by the results of studies made recently by the Wall Street Journal and the Department of Labor. The former reported that 566 corporations had realized an average third quarter increase of 32.6 percent in profits over the similar period of 1972. In contrast to this, the Labor Department's study of 643 major collective bargaining contracts in the private non-farm economy, each affecting 1,000 or more workers, contained wage boosts that were lower than amounts negotiated in the previous year.

An earlier survey by the Wall Street Journal showed that, despite wage increases unions had been able to negotiate for members, the latter's purchasing power has not kept pace with inflation. "Between October, 1972, and last August," said the newspaper, "the average paycheck has gone up \$6.30 a week while its actual buying power has gone down \$3.15 a week."



In Memoriam

GRAVES, HERBERT, Nov.
FERIAS, JOSEPH, Nov.
OPP, MAURICE, Nov.
PEDRO, HENRY, SR., Nov.

From Sacramento

News from Local 150

The Christmas give-away meeting was another big success with the members packing the halls. This year marked a change in the prizes and it seemed to meet with everyone's approval. One member was overheard saying "how about giving some gas or diesel fuel away?" It seems that the lucky winners seem to come from a group out of big barns and this year it was P.M.T. that got a big share of the prizes. ERNIE MORA from Buckley Bros. down the river, finally, after all the years he's been coming to these meetings, hit the winners circle. His running mate, SLIM TRUMAN, went home empty handed. Big BOB BURT from U.G. drew a blank this time but his record is something like this; after attending five meetings he had four winners . . .

Just a reminder that if you are off the job by reason of an injury or illness just to be safe notify the office as it seems that some of you keep forgetting that there is a seven day waiting period before your sick benefits take effect. Don't tell your Business Agent about it as he's probably got a jillion things on his mind and could forget to pass the word on and it could become embarrassing for everyone. All it takes is a call to JUANITA and its done.

With the new proposed speed limit it could have a serious effect on some of our people who drive on mileage basis. There have been some reports that some contracts might have to be reopened to adjust the situation. Some employers had made inquiries as to adjusting the work week to four days due to the fuel shortage, however, at the present most carriers are getting fuel (in our area) but for how long or how much is a question that remains a secret. One thing is for sure and that is if there is a shortage a great many of our members

will feel it as the time goes by. A lot of us will agree if the country can send so much fuel to other nations then we must have plenty on hand so why all this noise about a big energy crisis. People like you and me will have to just sit and wait until all the wheels stop spinning and someone makes up their mind as to what the hell is going on . . .

A delegation of beer drivers headed by BOB LEITCH attended our last general meeting and requested our support. These drivers from Local 888 have been on strike for six months and it has been a hard long time for them. BOB spoke and answered questions and urged everyone not to purchase COORS BEER and remind all of us that all beer being distributed in Sacramento is being delivered by scabs . . .

The butchers strike at the time of this writing has caused layoffs at some of our barns and from all indications will become more serious as time goes by. From the reports that we are getting our people are honoring the picket lines but in some isolated cases some of our so-called good union members have been trying to get around those picket lines and continue working.

Members covered under General Teamsters Health and Welfare Policy No. 3182 — Plan D, the enrollment period for Kaiser Coverage is during December. Those of you who are covered under this plan can change to Kaiser from Plan D, or back to Plan D from Kaiser. Anyone completing the enrollment card during December will be covered under the other Policy January 1, 1974. The enrollment cards are available at the local office and if you have any questions as to whether this pertains to you contact JUANITA.



SACRAMENTO—Local 857 Queen Contest Chairman Julian Elorduy reports that the dance held on November 10, 1973 at Cal Expo was a huge success. Thanks to the Queen contestants many tickets were sold assuring the Athletic and Christmas Basket Fund of Local 857 another year of successful operation. Reading left to right: Francis Garnica, 3rd Princess, Del Monte No. 11; Teresa Woody, 2nd Princess, American Home Foods; Alex Luscutoff, Secretary-Treasurer, Local 857; Debra Pervus, Hunts; and JoAnn Gonzales, 1st Princess, Libby McNeill & Libby. Crowning the 1973 Cannery Queen, Rachel Lopez of Del Monte Corp., is Mike Elorduy, Secretary-Treasurer of the California State Council of Cannery and Food Processing unions.

Retiree News . . . East Bay

OAKLAND — At the regular meeting of the East Bay Retirees Club on Nov. 21 which was the nomination meeting for 1974 officers nominated were Chairman Al Mederos, Co-chairman Frank Farro, Secretary-Treasurer Frank Romero, Trustees Pusello Jones, Manuel Oliver and Joseph Gonzales and Recording Secretary Helyn Dutra.

The officers nominated were the unanimous choice of the club members. Pusello Jones was absent because of illness so her acceptance of the office of trustee is pending.

Local 70 Business agent Mike Lynn, a guest, who was recently appointed to the Welfare Board of Alameda County, told the members that he is willing to assist any East Bay member regarding welfare problems.

It is suggested that any member requiring help please write or contact chairman Al Mederos or Manuel Oliver at the East Bay Retiree association, 70 Hegenberger Road or phone Mederos at 793-6797 or Oliver at 351-6266 and your problem will be given to Lynn.

Plans are being made for the annual Dinner which will be held at the Blue Dolphin Restaurant.

If any member knows of any one who is sick or has deceased please get in contact with Joe Gonzales at 278-2447.

answer sessions to clarify and discuss sections of the contract at the interviews.

Any person with three or more years of seasonal seniority who has a dental claim for treatment in July, 1973, must submit the claim form to the Local 679 office by Dec. 14. California Dental Service is being notified how to handle the claims for this treatment.

The officers and staff of Local 679 wish everyone a happy and safe holiday season with a reminder that the Red Cross Blood Bank has a great need for blood donors at this time of the year. You may give blood under the name of your regular employee blood bank or the Cannery Workers Blood Bank.

Local 865—Bart Curto, who with John Miranda was a guest at our last meeting, has become part of the South Bay Teamsters.

Local 890—A strike situation has arisen because the Artichoke Division companies have been slow in wanting to settle in negotiations. The Federal Mediation Service assisted at the last meeting but was unsuccessful in getting an agreement.

A long time holdout in our lumber industry conceded to a representative election last Nov. 26. After

Our next regular meeting will be December 19, we will elect and install the 1974 officers.

If you are not on the mailing list of the Northern California Newspaper send your name, address and zip code to Helen Dutra, 37420 Second Street, Fremont California.

Fraternally Al Mederos, chairman.

And a Merry Christmas to all East Bay Teamsters . . .

Santa Clara

Nomination of officers were held at the Nov. 15 meeting for the Santa Clara Retirees Club, reports Recording Secretary Isabel Hofman, and the election will be held at the Royal Fork Restaurant, 1730 Campbell, California at 11:30 A.M. on Thursday, Dec. 20.

Only those members in good standing are eligible to vote.

After this meeting there will be the Christmas party, she said. Cards have been sent to those members in good standing regarding the party. Please be sure to complete and return the card attached to the notice, which is self addressed to Marianna R. Calcagno by Dec. 15, 1973. This is most important so that the committee can make arrangements with the Royal Fork Restaurant.

The Officers of the club extend our best wishes for all members of the Teamsters for a very merry Christmas and a Happy New Year.

meeting with employees it was felt that a 100 percent vote for Local 890 was probable.

Lyle Berg is a new business agent in the produce division. He has collected \$700.47 for Tom Jones, a machine operator at Arrow Lettuce Co. in Salinas, for incorrect pay rate. R. L. Dove, a produce driver for Bruce Church, Inc., discharged for allegedly causing a traffic accident, was reinstated with \$1315.61 back pay. Faulty brakes and trailer connector were found to have caused the accident.

Pacific Motor Transport's Edward Hartshorn and Manuel Casarez were called by the Salinas Fire Department to move a "Big Van" loaded with highly explosive chemicals which were leaking. If water had been applied to what appeared to be a fire a large area of Salinas would have been destroyed.

South Bay Teamsters' Luncheon — CHP Officer Warren Eustace of Gilroy was guest speaker. Introduced by Reggio Bravo of Local 287, Eustace gave an informal talk and answered questions. His main message was "Watch your speed, in your truck and in your car."

South Bay News

Santa Clara, San Benito, Santa Cruz, Monterey
by Ralph Torrisi

Local 287—Bert Compton is retiring Jan. 1 after many years as a Teamster and representative of his local union.

Local 296—"Virgie" Stevens, after nearly 34 years as "our Girl Friday," has decided to exercise early retirement. She will be missed. . . . Charlie Simon, Langendorf transport driver, retired last month.

Dave Torre has completed negotiations for new contracts in the egg, plumbing, welding and lumber industries. A contract for Thrift Store employees also was settled after a long fight. Dave is now involved in coffee negotiations.

Joe Sherman is working on newspaper negotiations in addition to water and laundry talks. . . . Hank de Diego is working with Joe on water and laundry negotiations and also trying to resolve a back pay problem in the milk industry. . . . Ralph Torrisi is negotiating with the candy, wine and potato chip industries. . . . Recently-settled liquor and line drivers' agreements are being printed.

Problems in the soft drink industry continue to be compounded as employers through their representa-



tive, the Food Employers Council, have thus far reneged on agreed-to wage increases and the processes necessary to get Cost of Living Council approval. The union is using all legal means to compel the employers to comply with the agreement.

Local 304—Manuel Souza will assume the duties of secretary-treasurer, succeeding Leon Dunn, who is retiring Jan. 1. Leon reports a "first" for his local: effective Nov. 1, 1973, Edelweiss Dairy milkers are covered by the Western Conference Pension Plan.

Local 679—Cannery Job Training Program interviews are being held at the program center, 22 North Almaden Ave., for members working in canneries belonging to the California Processors, Inc., group. This is part of the Affirmative Action Plan negotiated by the unions and employers in the last contract.

Mike Taime, program center administrator, explained that at present the regular seniority and top 20 percent of the seasonal seniority are being interviewed. Interested members are asked to wait until they get a card from the Training Center for an appointment before seeking an interview.

Representatives of Local 679 and management have participated with the center staff in question and

The Modern Slave

Some ten thousand human beings, nearly all Latin Americans, some United States Citizens, and far more of them Mexican Nationals, are currently employed under what is known as



Morris Less

Industrial Psychological conditions. Their jobs are in factories located along the Mexican - United States Border on the Texas and New Mexico side, and number seven different plants.

Each factory is brightly painted in white with attractive interior trim. There are regular coffee and coke breaks besides a hot meal served each working day. Added to this benevolent employer attitude is a constant stream of music all in a Latin American tempo. A further touch of the "Plantation Master" or the owner of these factories, is that employees are picked up each morning by bus at border points and returned there after each day's work.

Now one hundred years ago a factory job with all the above enumerated conditions would be regarded at the very acme of perfection for the factory worker. Any job, for that matter, would have been hailed as a kingly position with these alleged advantages a hundred years or less ago.

Let's take a close look at this "good job." Let's see what all these

Morr or Less

By Morris Less

alleged niceties really mean and, finally, if these employees earn anywhere near what they should be earning.

Industrial psychological conditions are a result of deep and lengthy studies of working in factories. Chiefly they concern how the most work can be dragged out of a worker. Since using whips is long out of style as well as other forms of direct physical punishment, devious mental approaches to make every second of a worker's time produce have grown to be used.

Colors designed to stimulate alertness, such as white interiors or other striking colors, are generally the first consideration. Music in a fast tempo and based to suit the worker's background or ethnic group is a secondary necessity. Then comes the regularly scheduled coffee or coke breaks. A hot lunch is served daily and the worker is therefore geared to give the job "the ol' college try." This indeed boosts production, not to mention exhaustion, on the part of many of the employees. There's an answer to this exhaustion, too. Reportedly should one of the employees feel ill or tired under the strain of forced activity, all that is necessary is to go to the factory pharmacy and select any pill that seems

to "help." The drug dispensing centers are conveniently located on the factory premises. More than one employee in this chain has been known to have a serious breakdown in health due to their attempt to keep up the silently imposed hectic pace with "uppers" or stimulating drugs.

Where the rub really becomes clear and apparent lies in the facts of life as regards the wage scale for this particular work and one benefit which isn't all that much.

Wages average sixty-nine dollars a week take-home. Union wages in these locales are one-hundred-two dollars per week plus a health and welfare plan and other benefits.

The marvelous sixty-nine dollars per week is paid by the infamous William Farah Co., a slacks and jackets manufacturer. This scab company has withstood an organized effort for years and months versus the Amalgamated Clothing Workers of America. During this strike Farah's profits have dropped by millions. Shares in the company, once \$42 each, have dropped to 4 and three-quarters. This does not deter Willie Farah, since he doesn't care what happens to his stockholders any more than he does a

decent wage and the health and welfare of his employees. The actions of Farah and his organization are designed to gross all the profit possible no matter the wear and tear of those who make the profits for him.

A final fillip in the who scheme is a twenty dollar a month pension plan. When an employee nears pension age he is urged to quit under one pretext or another so, no pension.

On December 23rd, from 2 to 4 p.m. a demonstration will be held in front of San Francisco's downtown Emporium. We hope that it will be highly successful.

Latin Americans have a culture dating back untold centuries; their courage is not to be denied. It would be unthinkable should Organized Labor not participate in their effort to assist in the battle to help these workers and at the same time show Mr. Farah that "uppers," unhealthy working conditions no matter how camouflaged, and cheating those who produce for you are not the way to go this day and age.

This account does not appear in our Teamster Newspaper without reason. As the largest International Union, we have many problems of our own. We have been assisted by other international unions or their affiliations.

Finally, we should know that The International Brotherhood of Teamsters are certainly not the only target of unscrupulous malefactors.

Page 6 Northern Calif. Teamster

LOCAL 9—Ed Barlow, Secretary
149 California St., San Francisco 94111; Pho. 982-3176.

LOCAL 12—George P. Pedrin, Secretary
47 Lansing St., San Francisco, 94105; Pho. 982-2722. Hiring Hall Pho. 397-9363. Ofc. hrs., 8 to 5, Mon.-Fri. Membership meets 2nd Wednesday.

LOCAL 70—Chuck Mack, Secretary
70 Hegenberger Rd., Oakland 94621; Pho. 569-9317 (415). Ofc. hrs., 7 to 4, Mon.-Fri.; Membership meets 4th Thurs.

LOCAL 78—William York, Secretary
8055 Collins Dr., Oakland, 94621; Pho. 4911 (415). Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 4th Monday.

LOCAL 85—Andy Leonard,
Bus. Mgr. & Rec. Secretary

Payment of dues, etc., 459 Fulton St., S.F. 94102; Pho. 861-2912. For hiring call 861-6636. Health and Welfare 861-2916. Pension and Sick Benefits 626-0240. Ofc. hrs., 8 to 4:30, Mon.-Fri.; San Mateo, 760 S. Bayshore Blvd., San Mateo 94402; Pho. 347-1052 (415). Ofc. hrs., 8 to 4:30, Mon.-Fri.; Membership meets 3rd Thurs.

LOCAL 94—Everett C. Hupp, Secretary
2622 E. Main St., Visalia 93277. Pho. 732-4717 (209). Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Sun. at 10 a.m.

LOCAL 96—Lee Agee, Secretary
20964 San Miguel Ave., Castro Valley 94546. Oak. Ofc., Elton Bovey, VP-BR., 8055 Collins Drive, Oakland 94621. Pho. 635-8555 (415). Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd Wed. Ex. Bd. meets 4th Wed.

LOCAL 109—Alan S. Batchelder, Secretary
988 Market St., Rm. 405, San Francisco, 94103. Pho. PR 5-1834; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 137—Frank Wood, Secretary
1303 F St., Marysville, 95091, Pho. 743-9227 (916) — Redding Office, 1036 Yuba St. Marysville membership meets 1st Friday of every month at 7:30 p.m. Redding membership meets 3rd Mon. of every month at 7:30 p.m., 1036 Yuba St., Redding.

LOCAL 150—John O. Fitzsimonds, Secretary
2525 Stockton Blvd., Sacramento 95817. Pho. Office 456-3812; Dispatcher 456-6409; Health & Welfare 456-4785; Ofc. hrs., 9 to 4 Mon.-Fri. Closed 12 Noon to 1 p.m.; Membership meets 1st Wed. March, June, Sept. & Dec.

LOCAL 165—Vern Shorey, Secretary
2001 21st St., Sacramento 95818; Pho. 452-7631 (916).

LOCAL 209—Geo. R. Wilson, Secretary
1361 Park St., Alameda 94501. Phone 523-9050; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Tues.

LOCAL 216—Morris Less, Secretary
745 Airport Blvd., So. San Francisco 94080. Pho. Nos. 761-3577, 871-7525, 871-7526. Ofc. hrs., 7 to 5, Mon.-Fri.; Membership meets 2nd Wed.

LOCAL 226—Frank McGovern, Secretary
337 Valencia St., Rm. 2, San Francisco 94103. Pho. 861-1127. Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 1st Wed. in March June, Sept. and Dec.

LOCAL 228—Robert Smelosky, Secretary
4924 Freeport Blvd., Sacramento 95822; Pho. 451-0594 (916). Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 1st Wed.

LOCAL 241—James E. Kincaid
43 Lansing St., S.F. 94105. Pho. 982-7575 (415). Ofc. hrs., 8:30-4:30, Mon.-Fri.; Membership meets 4th Tues.

Teamster Locals, Meetings

NORTHERN CALIFORNIA TEAMSTER NEWSPAPER
Al Addy, Editor, 25 Taylor St., Room 720, San Francisco 94102;
Phone 885-4969 (415)

LOCAL 256—Al Velez, Secretary
2367 Market St., San Francisco 94114; Pho. HE 1-3744; Ofc. hrs., 10 to 4 p.m., Mon.-Fri.; Membership meets 4th Thurs.

LOCAL 265—James Strachen, Secretary
1269 Howard St., San Francisco 94103, Pho. 626-1356; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd & 4th Thursday.

LOCAL 278—Mervyn Donovan, Secretary
4752 Mission St., Rm. 101, San Francisco, 94112; Pho. 334-9770; Ofc. hrs., 7:15 to 5, Mon.-Fri.; Membership meets 3rd Tues. Chaffeur's Hall, 1269 Howard St.

LOCAL 280—Joseph Ciraulo, Secretary
131 Terminal Ct., So. San Francisco, 94080; Pho. 588-7445; Ofc. hrs., 9:45 a.m. to 1:30 p.m., Mon.-Fri.; Membership meets 2nd Tues., 1 p.m.

LOCAL 287—Albert Winters, Secretary
1452 N. 4th St., San Jose 95112, Pho. 292-6816 (408); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 291—Tom Nunes, Secretary
14144 Doolittle Dr., San Leandro 94577; Pho. 531-3213.

LOCAL 296—Hank de Diego, Secretary
3275 Stevens Creek, Suite 304, San Jose, 95117; Pho. 246-8213 (408); Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 4th Thurs., 8 p.m.

LOCAL 302—Peter Joseph, Secretary
77 Jack London Square, Oakland, 94607; Pho. 832-7171; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 3rd Fri.

LOCAL 304—Leon V. Dunn, Secretary
616 Coleman Ave., San Jose 95110, Pho. 294-6722.

LOCAL 315—Loren D. Thompson, Secretary
2727 Alhambra Ave., Suite 1, Martinez 94553. Pho. 228-2246 (415); Ofc. hrs., 7 to 5, Mon.-Thurs.-Fri. 7 to 12 noon; Richmond, 1421 Wright Ave., 94804. Pho. 233-8441 (415); Ofc. hrs., 7 to 4 Mon., 7 to 4 Thurs.-Fri. 7 to 12 noon; Membership meets 2nd Wed.; Executive Bd. meets 2nd & 4th Wed.

LOCAL 350—Fernando Bussi, Secretary
1139 Mission St., San Francisco 94103; Pho. 621-8518; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd Thurs. in Mar., June, Sept. & Dec.

LOCAL 386—N. F. Miller, Secretary
13th & M Sts., or P.O. Box 3291, Modesto 95358. Pho. 526-2755 (209).

LOCAL 432—B. W. (Mike) Mitchell, Secretary
2315 Valdez St., Oakland 94512; Pho. 444-2940 (415). Ofc. hrs., 9 to 4:30, Mon.-Fri.; Membership meets 2nd and 4th Tues.

LOCAL 439—Mario Casa Grande
1531 E. Fremont St., Stockton 95205; Pho. 466-0061 (209).

LOCAL 468—M. H. Manny Joseph, Secretary
40 Hegenberger Place, Oakland 94621; Pho. 562-8713; Ofc. hrs., 8:30 to 4:30 p.m., Mon.-Fri.

LOCAL 484—W. A. Gernns, Secretary
4271 Mission St., S.F. 94112; Pho. 333-2780; Ofc. hrs., 8:30 to 5 p.m., Mon.-Fri.; Membership meets 2nd & 4th Thurs. Quarterly meetings 2nd Tues. of Mar., June, Sept. & Dec.

LOCAL 490—Jerry C. Beatty, Secretary
445 Nebraska St., Vallejo 94590; Pho. 643-0387 (707); Ofc. hrs., 7:30 to 5, Mon.-Fri.; Membership meets 2nd Tues., Vallejo, 3rd Tues., Napa.

LOCAL 533—Hugo Wagner, Secretary
1550 Glendale Road, Sparks, Nevada 89431; Pho. 358-1814 (702).

LOCAL 576—R. D. Gundersen, Secretary
275 N. 4th St., San Jose 95112; Pho. 295-2230 (408); Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Wed.

LOCAL 588—Fred Paredes
8055 Collins Dr., Oakland 94621; Pho. 632-0422 (415); Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Thurs.

LOCAL 601—George V. Moffatt, Secretary
745 E. Miner Ave., Stockton 95202; Pho. 466-4391 (209).

LOCAL 616—Alexander Karle, Secretary
2135 Fresno St., Rm. 237, Fresno 93721; Pho. 264-5936 (209); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 3rd Fri. Knights of Columbus Hall, Floradora Ave., at 1st St. & Fresno St.

LOCAL 624—William Hampton
864 Grant Ave., or P.O. Box 765, Novato 94947; Pho. 837-5138 (415); Ofc. hrs., 7:30 a.m. to 5 p.m. Regular membership meets 3rd Tues. of month, 1 p.m. and 8 p.m.

LOCAL 655—Joseph M. Dillon, Secretary
1749 Broadway, Redwood City, 94063. Pho. Emerson 8-2844.

LOCAL 665—John Erjavec, Secretary
480 Valencia Street, San Francisco 94103; Pho. 861-5586; Ofc. hrs., 8:30 to 5:00, Mon.-Fri. Open until 7 p.m. last Friday of month. 122 So. Blvd., San Mateo, Pho. 341-6533. Membership meets 4th Monday, 480 Valencia.

LOCAL 678—Merse De Vera, Secretary
708 West 4th St., Antioch; Pho. 757-1166; Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 679—Joseph La Barbera
124 Race St., San Jose 95126; Pho. 295-1445; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 1st Thurs.

LOCAL 688—Virginia C. Russell, Secretary
1107 George St., Napa 94558; Pho. 226-5764; Membership meets 3rd Thurs. every month, 8 p.m. Labor Temple, 1606 Main St., Napa.

LOCAL 684—Joe N. Davis, Secretary
3348 Jacobs Ave., Eureka 95501; Pho. 443-1667 (707); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues., Eureka; 4th Sun. at Crescent.

LOCAL 746—Oliver R. Jackson, Secretary
2165-15th St., Kingsburg 93631; Pho. 897-2359 (209); Membership meets 1st Mon.

LOCAL 750—Freddy Sanchez, Secretary

266-17th St., Oakland 94612; Pho. 444-5740; Ofc. hrs., 8 to 4, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 768—Dave Castro, Secretary

492 C St., Hayward; Pho. 886-4084 (415); Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 1st Tues.

LOCAL 849—Roy L. Ross, Secretary

3557 Oroville Dam Blvd., Oroville 95965 or P.O. Box 1706, Pho. 533-2595 (918).

LOCAL 853—Al Costa, Secretary

8055 Collins Dr., Oakland, 94121; Pho. 562-9975; Ofc. hrs., 7:30 to 5, Mon.-Fri.; Membership meets 2nd Thurs.

LOCAL 856—Rudy Tham, Secretary

459 Fulton St., San Francisco 94102; Pho. 863-7607; Ofc. hrs., 8:30 to 4:30, Mon.-Fri.; Membership meets last Tues.

LOCAL 857—Alex Luscutoff, Secretary

1930 G St., Sacramento 95814; Pho. 443-6593 (916); Ofc. hrs., 8:15 to 4:45, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 8

Health and Welfare

By Robert Scheibach

Under a few of the Teamster's insurance policies, the basic insurance coverages (hospitalization, surgery, doctors' visits, etc.) are covered by a coordination of benefits feature.



All Teamster plans which have major medical benefits include in the major medical coverage a coordination of benefits feature. This simply means that if the spouse of the Teamster has a group insurance coverage as a result of his/her employment, any benefits which are paid by the other insurance program for the same illness or accident must be considered before payments are made under the Teamster program.

The present medical claim forms include questions as to whether the spouse is employed, the name and address of the employer and whether the spouse has group insurance as a result of his/her employment. In many instances, the Teamster does not answer these questions when the claim form is submitted to our office. If these questions are not answered, it is then necessary to send a questionnaire to the Teamster asking that both the husband and wife sign the form verifying the questions with respect to the

spouse's employment and any insurance protection which is provided as a result of the spouse's employment. If the Teamster fails to answer the questionnaire sent with respect to coordination of benefits, this results in a delay in the payment of benefits and a second questionnaire must be sent out.

The insurance policies require that we have information regarding any other group insurance coverage before we can pay the major medical benefits because of the coordination of benefits provision. You will note that the coordination of benefits does not consider any insurance which is purchased on an individual basis under a personal policy. A Teamster may have an individual personal policy to protect him/her in the event of an illness or accident and any benefits received will not affect payment under his group insurance plan, including the major medical coverage.

The only insurance coverage that we are inquiring about on the questionnaire mailed, or on the individual claim forms, would be coverage provided as a result of a person's employment or participation under a group insurance plan. Some Teamsters have complained that where both the husband and wife are working and the spouse's coverage is under a non-Teamster insurance program, there is often a delay before payment is made. The reason for the delay is that our office, or the other insurance office,

may require information as to what insurance benefits have been paid and the amount of such payments. This naturally requires correspondence between the two offices and we have experienced difficulty in obtaining replies from other insurance companies.

The rule followed where both insurance plans have a coordination of benefits feature is that if the Teamster has received medical treatment, our office would pay benefits first. If the non-Teamster spouse received the medical treatment, the insurance program covering the non-Teamster would have to pay first.

If you have experienced difficulty in obtaining payment from your non-Teamster insurance program, we will be glad to send them any information desired regarding your insurance coverage as a Teamster and any payments that may have been made.

If you should wish us to send information regarding your insurance coverage and payments on a specific claim to another insurance carrier, please write to us giving the name of the insurance company and the individual to whose attention the information should be submitted. We will be happy to comply so that you will be able to receive all insurance benefits to which you are entitled under both your Teamster and your non-Teamster insurance.

Health, Welfare Report

JOINT COUNCIL 7
HEALTH AND WELFARE CLAIMS PAID
OCTOBER, 1973

| Local Union | Claims Paid | Drafts Issued |
|---------------|-----------------|---------------|
| San Francisco | 12 \$ 42,088.51 | 445 |
| Oakland | 70 370,830.10 | 3969 |
| Oakland | 78 28,748.09 | 378 |
| San Francisco | 85 93,892.09 | 886 |
| Oakland | 96 23,417.39 | 267 |
| San Francisco | 109 31,871.94 | 458 |
| Oakland | 209 19,746.76 | 309 |
| San Francisco | 216 53,472.62 | 702 |
| San Francisco | 226 15,052.27 | 187 |
| San Francisco | 241 287.44 | 3 |
| San Francisco | 256 18,389.27 | 224 |
| San Francisco | 265 81,490.89 | 699 |
| San Francisco | 278 71,880.19 | 845 |
| San Francisco | 280 22,677.91 | 296 |
| San Jose | 287 143,745.34 | 1877 |
| Oakland | 291 71,981.38 | 938 |
| San Jose | 296 76,294.28 | 1054 |
| San Jose | 304 22,578.97 | 240 |
| Martinez | 315 240,445.54 | 3289 |
| San Francisco | 350 16,166.44 | 154 |
| Oakland | 432 43,256.81 | 568 |
| Oakland | 468 55,583.33 | 685 |
| San Francisco | 484 63,890.45 | 784 |
| Vallejo | 490 56,221.99 | 792 |
| San Jose | 576 7,519.29 | 160 |
| Oakland | 588 73,563.32 | 1035 |
| Novato | 624 77,219.46 | 1244 |
| Redwood City | 655 65,150.06 | 924 |
| San Francisco | 665 86,652.68 | 861 |
| Oakland | 853 116,864.98 | 1667 |
| San Francisco | 856 203,707.62 | 2125 |
| San Francisco | 860 72,385.27 | 1024 |
| San Francisco | 884 11.65 | 1 |
| San Francisco | 888 37,245.68 | 366 |
| Salinas | 890 109,254.96 | 1514 |
| San Francisco | 893 17,485.91 | 156 |
| San Francisco | 896 38,765.45 | 441 |
| Watsonville | 912 71,304.86 | 999 |
| San Francisco | 921 35,369.59 | 345 |
| Oakland | 923 50.00 | 2 |
| San Francisco | 960 8,855.88 | 159 |
| Santa Rosa | 980 71,057.32 | 1139 |
| Totals | \$2,756,473.98 | 34,211 |

JOINT COUNCIL 38
HEALTH AND WELFARE CLAIMS PAID
OCTOBER, 1973

| Local Union | Claims Paid | Drafts Issued |
|-------------|----------------|---------------|
| Bakersfield | 87 35,531.14 | 618 |
| Visalia | 94 31,540.88 | 483 |
| Marysville | 137 130,159.77 | 1593 |
| Sacramento | 150 261,775.68 | 3832 |
| Sacramento | 165 12,510.63 | 256 |
| Sacramento | 228 29.00 | 1 |
| Modesto | 386 117,395.61 | 2042 |
| Fresno | 431 155,902.86 | 2093 |
| Stockton | 439 117,440.51 | 2077 |
| Fresno | 517 45,533.33 | 1154 |
| Reno | 533 45,855.01 | 537 |
| Stockton | 601 58,770.83 | 711 |
| Fresno | 616 21,987.01 | 276 |
| Oakland | 629 50.00 | 1 |
| Napa | 668 848.55 | 8 |
| Antioch | 678 15,637.77 | 104 |
| San Jose | 679 123,614.96 | 1115 |
| Eureka | 684 42,152.94 | 634 |
| Modesto | 698 105.01 | 4 |
| Kingsburg | 746 3,197.91 | 46 |
| Modesto | 748 137,886.71 | 1636 |
| Oakland | 750 65,329.94 | 363 |
| Hayward | 768 61,025.61 | 687 |
| Oroville | 849 18,330.59 | 212 |
| Sacramento | 857 59,997.10 | 525 |
| Totals | \$1,562,609.35 | 20,998 |

Western Conference Pension Plan

By Mike Tomasello

Over 70,000 Teamsters or their families have benefitted, or are benefitting at present, from the Western Conference of Teamsters Negotiated Pension Plan which first began making payments in 1957.

During the past 16 years the Trust Fund has done much to ease the financial burden to Teamsters in their retirement years, those who have suffered physical disabilities, and the survivors of those who have been killed or have died of natural causes. The Pension Plan now covers in



excess of 425,000 Teamsters employed in a variety of work jurisdictions throughout the West. More than 18,000 employers are making regular contributions, based on hours worked and at rates agreed to in collective bargaining, into the Trust Fund.

Up until the end of the third quarter of this year the Trust Fund has issued benefits to 70,213 Teamsters and surviving spouses. Of those receiving benefits 55,535 have qualified for retirement benefits, 5,153 for survivor benefits and 9,525 have taken lump sum benefits.

Of the 70,213 total, the largest segment, 27,259 of them, were located in the Northern California Area. The Pacific Northwest ranked

second in total beneficiaries, having 20,376 persons who have shared in or still are receiving benefits. Following closely is the Southwest region which embraces Southern California, Arizona and New Mexico with 19,792 and lastly the Rocky Mountain Region with 2,786 recipients.

A total of 61,035 Teamsters still are receiving pensions or other benefits each month from the Fund. During this year's third quarter 50,356 Teamsters received pensions, 5,840 received disability payments and 4,839 received survivor benefits.

During the third quarter of this year there were 1,586 new retirements, 251 disability retirements, 235 survivor benefits and 311 death and terminations for a total of 2,383 new benefits. Of these 826 originated in Northern California, 742 in the Pacific Northwest and Rocky Mountain Area and 815 in the Southwest region.

IN MEMORIAM

ADAM, WILLIAM, Local 85, San Francisco, Nov. 7.
COOLISH, WALTER, Local 85, Nov. 22.
EDMONDS, JOSEPH, Local 85, Nov. 23.
JOSEPH, JAMES, Local 85, Nov. 22.
LEMBI, JOHN J., Local 85, Nov. 13.
MUSANTE, FRANK, Local 85, Nov. 8.
RATTI, DAVID, Local 85, Nov. 25.
SIHNER, OTTO, Local 85, Oct. 2.
SIMON, SIMON, Local 85, Nov. 4.
WAHL, FRED, Local 85, Nov. 1.
WAISANEN, MARVIN, Local 85, Nov. 9.
CROSSLIN, MACK, Local 888, San Francisco, Oct. 8.
BUCKNER, JOHN A., Local 888, Nov. 29.
HURLEY, RICHARD R., Local 624, Nov. 20.
LEE, FONG HONG, Local 857, Sacramento, Oct. 24.
SMILEY, WILLIAM N., Local 857, Nov. 3.
OKAMURA, TSUTAYE, Local 857, Nov. 7.
HOUSE, CHARLES, Local 857, Nov. 8.
NEWTON, OTIS, Local 857, Nov. 12.
MANZANARES, INES, Local 857, Nov.

11.
ACUNA, ANGELA, Local 857, Nov. 16.
CROWDER, JAMES W., Local 241, San Francisco, Nov. 11.
GUNDER, DAVID E., Local 665, Nov. 6.
SYLVESTER, FRED WILLIAM, Local 665, Nov. 7.
FOLEY, MARK, Local 265, San Francisco, Nov.
FITZGERALD, JOSEPH, Nov.
MARTIN, BENJAMIN, Local 350, San Francisco, Nov. 20.
McGAUGHRAN, RALPH, Local 896, San Francisco, Nov. 21.
BLOOD, LEE, Local 896, Nov. 7.
MOUTINHO, ALFRED, Local 896, Nov. 21.
STOPPLEWORTH, WILLIAM, Local 432, Nov.
LINDSTROM, ENIO, Local 768, Hayward, Oct. 28.
HENDERSON, ANNIE, Local 856, San Francisco, Nov. 3.
STEVENSON, BOBBIE, Local 856, Nov. 3.
DE MELLO, ROZALINA, Local 750, Oak-

land, Nov. 4.
GONSALVES, CLARA, Local 750, Sept. 27.
JENKINS, RACHEL, Local 750, Nov. 3.
GALLEGOS, MARY, Local 750, Nov. 14.
LEMAS, ROBERT, Local 750, Nov. 15.
LOPEZ, REYNALDO, Local 750, Nov. 20.
FRANZINI, DOLORES, Local 750, Nov.

26.

"Alaska has an over-supply of all the labor needed at this time," explained Carr. "So my advice to

BOLLINI, ROSE, Local 750, Nov. 29. job-seekers is not to head for this state unless you are assured in advance that employment will be available to you upon arrival."

Unless environmentalists have success in any litigation that must be initiated within 60 days, construction of the 789-mile pipeline is expected to get underway by next March but crude oil won't start flowing south from Prudhoe Bay until 1977. The two million barrels that then will be transported via the pipeline to the ice-free port of Valdez is estimated to be able to supply 12 percent of current U.S. oil needs.

From Sacramento

California Teamsters' Legislative Report

By Vern Cannon
Legislative Representative

The California Legislature returned to Sacramento for a Special Session called by Acting Governor Ed Reinecke to act on welfare legislation necessary to implement federal take-over of aid to the aged, blind and disabled. A court ruling precluded the Reagan Administration's plan for implementation by regulation thus necessitating the Special Session which can pass appropriate legislation. The Court's decision guarantees a grant of \$246 per month to those on Old Age Security, \$252 to those on Aid to the Blind, and \$230 for those receiving Aid to the Disabled.

While the Legislature is convened for the Special Session, it plans to take action on speed limits to help conserve our dwindling fuel supplies. Assembly Speaker Bob Moretti introduced a measure to reduce speed limits to 55 miles per hour which will become effective immediately upon the Governor's signature. "This is an action we can take which will begin to have an immediate effect on reducing our use of gasoline. It is estimated that a 55 mile per hour speed limit will reduce our gasoline consumption by three percent," Moretti said. Moretti said the speed limit would be the same for both trucks and automobiles. California's maximum truck speed limit will not be reduced. The Moretti legislation will assure continued federal funds for highways as it conforms with federal legislation mandating the 55 mile per hour limit. The measure has the support of the Reagan Administration.

FARM WORKERS RIGHTS AND OUR OBLIGATION TO THEM

The California Teamsters Legislative Council has consistently pursued a policy of seeking equality for California's farm workers before committees of the California Legislature. The thrust of our arguments whether they be for unemployment insurance coverage or for collective bargaining laws has been that California law should treat the farm worker the same as any other worker.

Secret ballot election bills which would govern the worker's selection of a union organization, have been supported for the past five years by the Teamsters while other union organizations have only recently supported a form of such legislation. The CTLC representatives again affirmed our long-standing support for secret ballot elections at Legislative hearings in Fresno, Palm Springs and Bakersfield last month and called for early enactment to bring equality for the thousands of farm workers.

The Teamsters Union now has tens of thousands of farm workers. In a recent statement pledging continued service to farm workers who are covered by collective bargaining agreements between the Teamsters Union and farm employers, our General President Frank Fitzsimmons said, "Although we have a genuine desire to bring peace to the farm fields, we cannot abdicate our contractual obligations to the members involved. We have negotiated wages, hours and working conditions for these workers and have but one moral and legal alternative which is to keep our agreement with the workers and growers."

The CTLC representation of the farm workers in Sacramento will continue to press for their equal treatment under California law.

ADDITIONAL FACTS ABOUT TEAMSTER FARM WORKERS

The Teamsters have over 339 contracts, most of which expire in 1977. These contracts represent 50,000 Teamster members. One of the most constructive things offered the farm worker under the Teamster contracts is the Social Services Department manned by trained social service workers, who are paid by the Teamsters Union. These workers meet with members who have problems which are not necessarily covered by the agreement. These problems cover such a wide range of subjects that practically all questions involving the members are treated in the workload of this group—personal problems involving medical care, legal problems, problems involving immigration and citizenship, unemployment insurance, disability insurance, workmen's compensation and other claims; and grievances handled have netted over \$30,000 in back pay so far this year.

Presently there are less than 4% of the unemployment insurance problems yet to be ironed out. The overwhelming majority of farm

Assemblyman John Dunlap

Assemblyman John F. Dunlap (D) Napa has represented the 5th Assembly District, Napa and Solano Counties since 1967. Dunlap practiced law in Napa prior to his election to the legislature. He serves on three key Committees: Rules, Ways and Means, and Education and chairs the Select Committee on Open Space Lands. He has an outstanding record on issues concerning California's workers having voted for better benefits industrially injured.

Assemblyman Dunlap has made a considerable effort to reform California's tax laws and to improve the quality of education and recently honored by the National Rehabilitation Association as their Legislator of the Year for his authoring of AB1126 which provides for fair employment practices for the physically handicapped.

Assemblyman Dunlap has recently announced his candidacy for the newly established Senate Seat created by reapportionment. The district which Dunlap hopes to represent will cover Napa, Solano, Yolo and parts of Sonoma and Sacramento Counties, including the towns of Santa Rosa and Sonoma.



Mr. Jerry C. Beatty, Secretary of Teamsters Local No. 490 in Vallejo, is among the staunch supporters of Assemblyman John Dunlap because of his outstanding record of representation in this district, which is under the Teamster jurisdiction of Mr. Beatty.

workers had never before participated in unemployment insurance coverage like the one negotiated in these Teamster agreements. Union representatives work on these cases constantly. Teamsters contracts include the entire family under the Health plan, while other agricultural union contracts cover only the worker. Ten cents per hour is contributed by an employer for the workers pension plan under our contracts. If an employer uses a labor contractor, the employer pays the fee to the contractor, not the worker. No place in the world are there any contracts which are more beneficial to the farm worker than these Teamsters contracts. Also, of particular note to interested parties, 98% of the business representatives and social workers are bilingual, including Filipino-American.

A final note of interest—Teamsters agricultural workers pay dues only while they are working and remain in good standing under an automatic withdrawal system until they return to work. There is no initiation fee and a worker pays dues only after working three days in a calendar period.

Christmas Eve — A Paid Holiday

By BARBARA WOLFE
of Local 315 Office Staff

"Twas the night before Christmas, when all through the Hall
The phones were not ringing, not even one call.
The girls all were gone, the agents gone too
Which shows what a Union contract can do.

The girls were at home, enjoying themselves
Trimming a tree, and working like elves,
Or back from the Mall after last minute shopping,
No thought of the Hall, where they're generally hopping.

When into the lot drove a big-engined car,
Dirt on the windshield showed it travelled far,
And into the Hall ran one lone B.A.
I hid in the kitchen when I heard him say:

"Now Susan, now Sharon, now Barbara and Fern;
"On Shirley, on Bernie, Carolyn, LaVerne,
"I have to get sanction, I shut Safeway down,
"And Co-op and Mutual, in fact the whole town.
"I must have a typist for the paperwork,
"And pickets, and sticks, or I'll go beserk.

"I've finally done it, everyone's closed,
"I've said it so often, who would have supposed
"They'd all go at once, I feel like a clown,
"Even the girls, I've shut them all down."

Then in a twinkling he realized the truth,
He grabbed up a calendar, there was the proof,
The day before Christmas, a paid holiday;
All of his contracts, they all read that way.

He sat at a desk and made a phone call:
"Merry Christmas Dick Brydon, best wishes to all,
"Merry Christmas to Ernie and good luck to you,
"Christmas Greetings Bob Neptune and you too Jim Blue."

He sprung to his feet, a smile on his face
With peace and good will for the whole human race,
"I wish all the best to you and to yours,
"Merry Christmas my friend, but please don't buy Coors."

679 Official Appointed To San Jose Commission

Gilbert A. Garcia, Business Representative for Teamsters Local #679, Cannery Workers Union has recently been appointed to the San Jose Senior Citizens' Commission for a three-year term.

Mr. Garcia has long been active in community affairs and has worked closely with the Santa Clara County Teamsters Retired Club and other retired labor groups.

He is currently serving on the Mayor's Youth Council, the Red Cross Board of Administrators, Chairman of the Red Cross Blood Program, Labor Advisory Committee and United Fund Central Allocating Committees.

The Senior Citizens' Commission serves as a liaison between San Jose Senior Citizens and the San Jose City Council and makes recommendations to the Council pertaining to problems of elderly

people including transportation, housing, education, employment, health and recreation.

TARP Report

"We drink to be sociable, to be chic, to relax, to gain courage, to enhance our charms, and to add romance to our meals, and too often, to run from depression, fear, and our own inadequacies."

Somewhere in the distant future there may well be a cure for the disease of alcoholism, but for the present there are members of teamster unions who are victims of the disease of alcoholism that need care and rehabilitation NOW. The aim of TARP has been and will remain, the seeking out of the best facilities and care for IBT members that come to us for help.

Fraternally Yours,
Art O'Flanagan
Director